

P R E F A C E

The present research work which has been empirical and of original nature is the outcome of an intensive study of sixty five workers in engineering industry in Kolhapur. It is first of its kind in the area under investigation as nobody has dealt with the topic of workers' participation in trade unions of engineering industry in Kolhapur.

In the present study, the author tries to make an attempt to analyse the relationship between workers and their level of participation in trade unions of engineering industry in Kolhapur. In order to understand the entire picture of participation, the dissertation has been divided into eight chapters.

In the beginning a brief sketch regarding historical background and industrial nature of Kolhapur has been drawn and on this background the development of engineering industry in Kolhapur is explained in brief (Chapter I). After having explained the development of engineering industry, an attempt has been made to clarify the nature and trend of workers' participation in trade unions in India (Chapter II). In the subsequent Chapter (i.e.III), methodological aspects of the present work have been clearly and fully stated.

In order to comprehend and picturize the workers, an attempt has been made to describe their personal, background,

in-plant and out-of-plant factors (Chapter IV). Then the workers' motivation in joining trade union and their expectations from the union are taken into account (Chapter V). The workers' views regarding trade unions and leaders are presented as expressed by the respondents (Chapter VI). Then the picture of participation is made clear by attempting to explore the multiple links of workers to the degree of participation in trade union activities (Chapter VII). Finally, the topic of workers' participation in trade unions described in earlier chapters is summarized with enlisting conclusions of the study (Chapter VIII).

At last, the references to the literature that have been used in this study are listed in brief at the end of each chapter and they are given in full in the Appendix II (i.e. Bibliography) where they are arranged in alphabetical order under different heads.