PREFACE

Ever since people began forming groups to accomplish goals, they could not achieve it as individuals, the leadership has been indispensable to assure the effective functioning for the accomplishments.

Leadership is essential in all the organisations, as well as, at all the levels of the organisations. It is the function not only of the top executives but also of the shop supervisors. The leadership exercised by every superior by virtue of his status in the organisational hierarchy is the formal leadership to influence the behaviour of the subordinates for the achievement of the goals.

Shop-floor is the key department of all the factories engaged in the production of goods. The success and prosperity of every factory mainly depends upon the effective functioning of the shop-floor. To stimulate the employees of the shop-floor to give best of their performance, it is essential that they shouldbelead through the effective leadership of their superiors.
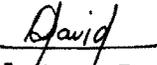
In the current era the shop-floor leadership is gaining tremendous attention and importance. The personnel

executives and human behaviourists of today are increasingly stressing the need for the enrichment of the shop-floor leadership for better results.

In the course of exercising leadership the superiors tend to adopt a predominant pattern relevant to the various facets of leadership to get the work done. The patterns adopted by the superiors in leadership have their own implication in terms of their effectiveness. Leadership is therefore, an important function of human resource management.

In this dissertation a humble effort is made by the investigator to highlight the leadership patterns, their effectiveness and the effectiveness of the leadership of the superiors of the shop-floor of a steel factory in a logical and systematic manner.

The investigator earnestly hopes that the findings presented will be beneficial for the better comprehension of the subject, and for inducing superiors to improve their approaches.

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