TABLE OF CONTENTS

mant m	DAGD	Page
TITLE	PAGE	i
DECLARATION		ii
CERTIFICATE		iii
PREFACE		iv. v
ACKNOWLEDGEMENT		vi
TABLE OF CONTENTS		vii.viii
LIST OF TABLES		ix_xvi_
LIST OF FIGURES		xviii.YV
Chapte	r	
I.	INTRODUCTION	1
1.1	Significance of Leadership	1
1.2	Leadership in Management	9
1.3	Theories of Leadership Patterns	10
1.4	Related Studies on Leadership	36
1.5	M/s Firth(India)Steel Co. Ltd.	67
II.	METHODOLOGY	74
III.	BACKGROUND OF THE RESPONDENTS	111
IV.	LEADERSHIP PATTERNS & EFFECTIVENESS	132
4.1	Leadership Patterns	132
4.2	Effectiveness of Leadership Patterns	234
v.	EFFECTIVENESS OF LEADERSHIP	266
VI.	CONCLUSIONS & RECOMMENDATIONS	319
6.1	Conclusions	319
6.2	Recommendations	359

	Page
BIBLIOGRAPHY	365
APPENDIX A : Interview-cum-Rating Schedule	370
for Executives & Supervisors	
APPENDIX B : Interview-cum- Rating Schedule	389
for Workers	
APPENDIX C : Memorandum of Settlement	401
APPENDIX D : Procurement Model for	412
Executives and Supervisors	

· •

^