## LIST OF TABLES

NUMBER	TITLE	PAGE
1.1	Chon-floor Human Bagaurga Ctrongth	72
	Shop-floor Human Resource Strength	
1.2	Service Departments' Human Resource Strength	<b>7</b> 3
2.1	Distribution of Samples Based on the	9 <b>6</b>
	Shop-floor Sections	
3.1	Respondents by Age	112
3.2	Respondents by Mother-tongue	114
3.3	Respondents by Native Place	116
3.4	Respondents by Native of Districts	118
	in Maharashtra	
3.5	Respondents by Religion	119
3.6	Respondents by Caste	121
3.7	Respondents by Education	124
3.8	Respondents by Total Remuneration per month	126
3.9	Respondents by Length of Service	128
3.10	Respondents by Designation	130
4.1	Executives' Perception about Self and	134
•	Superiors' Leadership Qualities	
4.2	Supervisors' Perception about Self and	137
	Executives' Leadership Qualities	
4.3	Workers' Perception about Leadership	140
	Ouglities of their Supervisors	

4.4	Executives' Perception about Self and	143
,	Superiors' Predominant Approach in	
	Decision Making	
4.5	Supervisors' Perception about Self and	147
	Executives' Predominant Approach in	
	Decision Making	
4.6	Workers' Perception about Supervisors'	150
	Predominant Approach in Decision Making	
4.7	Executives' Perception about Self and	158
	Superiors' Predominant Approach in	
	Observation of the Rules & Regulations	
	by the Subordinates	
4.8	Supervisors' Perception about Self & Their	161
	Executives' Predominant Approach in	
	Observation of the Rules & Regulations	
	by the Subordinates	
4.9	Workers' Perception about Their	162
	Supervisors' Predominant Approach in	
	Observation of Rules & Regulations	
	by the Subordinates	
4.10	Executives' Perception about Self and	166
	Superiors' Predominant Approach of Supervision	
4.11	Supervisors' Perception about Self and	168
	Executives' Predominant Approach of Supervision	

		xi
4.12	Workers' Perception about the Supervisors'	170
	Predominant Approach of Supervision	
4.13	Executives' Perception about self and	174
	Superiors' Predominant Approach Pertaining to	
	the Concern for Work Performance and	
	Subordinates	
4.14	Supervisors' Perception about Self and	180
	Executives' Predominant Approach Pertaining	
	to the Concern for Work Performance and	
	Subordinates	
4.15	Workers' Perception about Supervisors'	183
	Predominant Approach Pertaining to the Concern	
	for Work Performance & Subordinates	
4.16	Executives' Perception about Self and	187
	Superiors' Predominant Approach in Motivating	
	the Subordinates	
4.17	Supervisors' Perception about Self and	189
	Executives' Predominant Approach in Motivating	
	the Subordinates	
4.18	Workers' Perception about the Supervisors'	191
	Predominant Approach in Motivating the	
	Subordinates	
4.19	Executives' Perception about Self and	195
	Superiors' Approach in Treatment of the	
	Subordinates	

4.20	Supervisors' Perception about Self and	196
	Executives' Predominant Approach in Treatment	
	of the Subordinates	
4.21	Workers' Perception about Supervisors'	198
	Predominant Approach in Treatment of the	
	Subordinates	
4.22	Executives' Perception about Self and	200
	Superiors' Approach in Giving Directives	
	and Guidance	
4.23	Supervisors' Perception about Self and	202
	Executives' Approach in Giving Directives	
	and Guidance	
4.24	Workers' Perception about Supervisors'	203
	Approach in Giving Directives & Guidance	
4.25	Executives' Perception about Self and	205
	Superiors' Approach in Solving Subordinates'	
	Problems	•
4.26	Supervisors' Perception about Self and	207
	Executives' Approach in Solving sunordinates	
	Problems	
4.27	Workers' Perception about Supervisors'	209
	Approach in Solving Subordinates Problems	
4.28	Executives' Perception about self and	211
	Superiors' Approach in Referring Problems of	
	the Subordinates to Higher Authority	

4.29	Supervisors' Perception about Self and	213
	Executives' Approach in Referring Problems of	
	the Subordinates to the Higher Authority	
4.30	Workers' Perception about Supervisors'	214
	Approach in Referring their Problems to	
	the Higher Authority	
4.31	Executives' Getting Cooperation from	217
	Supervisors' & Extending Cooperation to	
	Superiors in Execution of Plans	
4.32	Supervisors by Getting Cooperation from	219
	Workers & Extending Cooperation to Executives	
4.33	Workers by Extending Cooperation to	220
	Supervisors	
4.34	Executives' Perception about their	222
	Relationship with Supervisors & Superiors	
4.35	Supervisors' Perception about their	223
	Relationship with Workers & Executives	
4.36	Workers' Perception about their relationship	224
	with Supervisors	
4.37	Executives' Perception about Type of	226
	Relationship with Supervisors & Superiors	
4.38	Supervisors' Perception about Type of	228
	Relationship with Workers & Executives	
4.39	Workers' Perception about Type of	229
	Relationship with Supervisors	

4.40	Mutual Trust between Executives & Their	231
	Superiors	
4.41	Mutual Trust between Supervisors & Executives	232
4.42	Mutual Trust between Workers & Supervisors	233
4.43	Effectiveness of Trait Patterns Based on the	235
	Perception of the Respondents	
4.44	Effectiveness of Decision Making Patterns	238
	Based on the Perception of the Respondents	
4.45	Effectiveness of the Pattern Pertaining to	240
	the Observance of Rules & Regulations Based	
	on the Perception of the Respondents	
4.46	Effectiveness of Supervision Patterns	242
	Based on the Perception of the Respondents	
4.47	Effectiveness of Patterns Pertaining to the	244
	Concern for Work Performance & Subordinates	
	Based on the Perception of the Respondents	
4.48	Effectiveness of Motivational Patterns	247
	Based on the Perceptions of the Respondents	
4.49	Effectiveness of Patterns of Treatment of the	249
	Subordinates by the Superiors Based on the	
	Perceptions of the Respondents	
4.50	Effectiveness of Directives & Guidance	251
	Based on the Perception of the Respondents	

4.51	Effectiveness of the Patterns in Solving	253
	Subordinates Problems Based on the Perceptions	
	of the Respondents	
4.52	Effectiveness of the Pattern in Reference	255
	of Subordinates Problems to Higher Authority	
	Based on the Perceptions of the Respondents	
4.53	Effectiveness of Existence of Cooperation	257
•	between Superiors & Subordinates Based on	
	the Perceptions of the Respondents	
4.54	Effectiveness of Relationaship Existing	259
	between Superiors & Subordinates Based on the	•
	Perceptions of the Respondents	
4.55	Effectiveness of the Relationship Pattern	261
	between the Superiors & the Subordinates Based	
	on the Perception of the Respondents	
4.56	Effectiveness of Mutual Trust in Leadership	263
	Based on the Perception of the Respondents	
5.1	Respondents' Perception about the	267
	Effectiveness of the Leadership in Developing	
	Confidence & Zeal to Work in the Subordinates	
5.2	Respondents' Perception about the	271
	Effectiveness of the Leadership in Developing	
	Sense of Belonging among the Subordinates	

5.3	Respondents' Perception about the	275
	Effectiveness of the Leadership in Giving	
	Guidance to the Subordinates	
5.4	Respondents' Perception about the	278
•	Effectiveness of the Leadership in Keeping	
	the Subordinates Well Informed	
5.5	Respondents' Perception about the	282
	Effectiveness of the Leadership in Maintaining	
	the Subordinates Behaviour According to the	
	Rules and Regulations	
5.6	Respondents' Perception about the	286
	Effectiveness of the Leadership in Keeping	
	Communication Channel Open for the Freedom of	
	Expression to the Subordinates	
5.7	Respondents' Perception about the	290
	Effectiveness of the Leadership Resulting in	
	Clear Understanding of the Instructions by	
	the Subordinates	
5.8	Respondents' Perception about the	293
	Effectiveness of the Leadership in Minimising	
	Misunderstanding among the Subordinates	
5.9	Respondents' Perception about the	297
	of the Leadership in Setting the Example	
	Before the Subordinates	

•

		XAN
	·	
5.10	Respondents' Perception about the	300
•	Effectiveness of the Leadership in Achievement	
	of Industrial Work Targets	
5.11	Respondents' Perception about the	303
	Effectiveness of the Leadership in the	
	Achievements of the Group Work Targets	
5.12	Respondents' Perception about the	306
	Effectiveness of the Leadership in the	
	Achievement of Organisational Targets	
5.13	Respondents' Perception about the	310
	Effectiveness of the Leadership Resulting in	
	the Sense of Satisfaction among the	
	Subordinates	
5.14	Respondents' Perception about Evaluation of	313
	Leadership	
5.15	Effectiveness of Leadership According to the	317
	Shop-floor Sections	
6.1	Over-all Effectiveness of Leadership Based	
	on the Perception of Respondents	