

C O N T E N T S

Chapter No.	Title	Page No.
	ACKNOWLEDGEMENT	I
	PREFACE	V
I	INDUSTRIAL DEVELOPMENT AND TRADE UNIONS IN KOLHAPUR -	
	1.1 The Location of Kolhapur City	.. 1
	1.2 Industrial Development of Kolhapur	.. 3
	1.3 Trade Unions in Kolhapur	.. 9
II	LEADERSHIP IN TRADE UNIONS : NATURE AND REVIEW OF LITERATURE -	
	2.1 Nature of Leadership in General	.. 18
	2.2 Leadership in Trade Unions	.. 24
	2.3 Review Of Literature On Trade Union Leadership in India	.. 30
III	METHODOLOGY OF THE STUDY -	
	3.1 Introduction	.. 53
	3.2 Objectives of the Study	.. 53
	3.3 Scope of the Study	.. 54
	3.4 Interview Schedule : Tool for data collection	.. 56
	3.5 Data Collection Process	.. 57
	3.6 Attitude of the Leaders Towards the Researcher	.. 61
	3.7 Significance of the Study	.. 62
	3.8 Terms/Abbreviations used	.. 64
	3.9 Analysis, Interpretation and Presentation of data	.. 65

Chapter No.	Title	Page No.
IV	TRADE UNIONS IN KOLHAPUR UNDER STUDY : AN ENQUIRY INTO DIFFERENT ASPECTS -	
	4.1 Introduction	.. 68
	4.2 Affiliations	.. 69
	4.3 Year of Registration	.. 71
	4.4 Establishments in which the unions are functioning	.. 73
	4.5 Total employees in 17 establishments and affiliationwise membership strength of unions	.. 73
	4.6 General body meetings:Means adopted to communicate the members about the meetings and attendance of the members	.. 75
	4.7 Industrial relations	.. 75
	4.8 Economic condition and welfare facilities of the unions	.. 78
V	SOCIO-ECONOMIC BACKGROUND OF TRADE UNION LEADERS -	
	5.1 Personal Background	.. 81
	5.2 Family Background	.. 94
	5.3 Rural-Urban Background	.. 103
	5.4 Occupational Background	.. 107
VI	DIMENSIONS OF LEADERSHIP -	
	6.1 The Leader and the Union	.. 115
	6.2 Trade Union Leader and his Role	.. 127
	6.3 Trade Union Leaders and the workers	.. 145
	6.4 The Trade Union Leaders and the Management	.. 149
	6.5 Trade Union Leaders and the Political Parties	.. 153
	6.6 Do Leaders like their Son/Daughter to become Trade Union Leaders ?	.. 160

Chapter No.	Title	Page No.
VII	VIEWS ON TRADE UNION MOVEMENT IN INDIA -	
7.1	Trade Union Movement in India : Insiders and Outsiders	.. 165
7.2	Trade Union Members : Motives in Joining and Duties towards the Unions	.. 172
7.3	General Health of Trade Union Movement in India : Leaders' Perceptions	.. 176
7.4	Best Method for Solving Industrial Disputes	.. 181
7.5	Politics and Trade Union Movement In India	.. 182
7.6	Development of Trade Union Movement In India : Impediments	.. 184
7.7	Trade Union Movement In India : Suggestions for Improvement	.. 187
VIII	SUMMARY AND CONCLUSIONS -	
8.1	Industrial Development and Trade Unions In Kolhapur	.. 191
8.2	Leadership in Trade Unions : Nature And Review of Literature	.. 193
8.3	Methodology of The Study	.. 195
8.4	Trade Unions In Kolhapur Under Study : An Enquiry Into Different Aspects	.. 197
8.5	Socio-Economic Background Of Trade Union Leaders	.. 199
8.6	Dimensions of Leadership	.. 202
8.7	Views On Trade Union Movement In India	.. 210
	APPENDIX I : Interview Schedule : I	.. 216
	APPENDIX II : Interview Schedule : II	.. 218
	APPENDIX III : Bibliography	.. 228