

CONTENTS

Sr. No.	Contents	Page no.
1	Preface	-
2	Acknowledgement	-
3	List of the tables	-
4	List of Diagrams and Graphs	-
5	Introduction	1-63
6	Review of Literature	64-100
7	Research Methodology	101-138
8	Research Setting	139-167
9	Tabulation, Analysis and Interpretation	168-281
10	Findings, Conclusions and Suggestions	282-320
11	Bibliography	321-326
12	Appendix – I Research tools	327-338
List of the diagrams		
Sr. No.	Title	Page no.
Figure I	Industrial Social Work Model	4
Figure II	Levels of Organization Culture	22
Figure III	Organization effectiveness criteria	41
Figure IV	A Three Dimensional Model of Organisation effectiveness	42
Figure V	Four Models of Effectiveness Values	43
Figure VI	The Leadership Grid	49
Figure VII	Sutermester's Productivity Wheel	51
Figure VIII	The Great Paradigm Shift	55
Figure IX	The Vicious Circle of Hobson's Choice	56
Figure X	Organisational Culture and the Broader Cultural Context	58
Figure XI	Dimensions of Conflict Handling Intentions	62
Figure XII	The Social Work Action Plan	318
List of Graphs		
1	Organization Culture in Pharmaceutical and Textile Industries	188
2	Leadership styles in Pharmaceutical and Textile Industries	198
3	Overall Industrial Relations in Pharmaceutical and Textile Industries	200
4	Components of Industrial Relations in Textile and Pharmaceutical Industries	208
5	Overall Organization effectiveness in Textile and Pharmaceutical Industries	210
6	Components of Organization effectiveness in Textile and Pharmaceutical Industries	221
7	Overall Productivity in Textile and Pharmaceutical Industries	223
8	Components of Productivity in Textile and Pharmaceutical Industries	231
9	Conflict Resolution style in Textile and Pharmaceutical Industries	233