## CONTENTS

CHAPTI	ER			PAGE
I	:	INTRO	DUCTION	
		1.1 1.2	Introduction The Difference Between Industrial	1 2
		1.3	and Educational Management Interrelationship Between Management and Leadership	5
		1.4	-	8 15 15 18 21
		1.6	1.5.4 Role Stress The Present Study in the context of Intelligence, Achievement	23 26
		1.10	Motivation and Role Stress Statement of the Problem Definition of the Terms Significance of the Present Study Objectives Hypotheses Delimitations	30 30 31 32 33 34
ΙΙ	:	REVIE	W OF RELATED LITERATURE	
		2.1 2.2 2.3 2.4	Introduction Studies on Intelligence Studies on Achievement Motivation Studies on Role Stress	35 42 51 56
III	:	метно	ם	
		3.1 3.2 3.3		66 66 67 68
			3.3.2 Description of Raven's	73
			Progressive Matrices 3.3.3 Description of Udai Pareek's Organizational Role Stress	75
			(ORS) Scale 3.3.4 Description of Murray's Thematic Appreception Test (TAT)	79
			3.3.5 Scoring on need for Achievement (n-Ach)	80

		3.4 3.5	Design of the Study The Procedure	81 82
		3.5	3.5.1 Procedure for Selection of the Sample	82
			3.5.2 Procedure for the Adminis- tration of the tools	86
			3.5.2.1 Procedure for the Adminis- tration of Raven's Progre- ssive Matrices	86
			3.5.2.2 Procedure for the Adminis- tration of TAT	88
			3.5.2.3 Procedure for the Adminis- tration of Organizational	89
	3.6	3.6	Role Stress (ORS) Scale Procedure for Statistical Analysis of Data	93
IV	:	ANALY	SIS AND INTERPRETATION OF DATA	
		4.1 4.2	Introduction Result of Testing the First Null Hypothesis	95 95
		4.3	Result of Testing the Second Null Hypothesis	99
		4.4	Result of Testing the Third Null Hypothesis	101
		4.5	Result of Testing the Fourth Null Hypothesis	105
V	:		W, DISCUSSION OF RESULTS, MENDATIONS AND CONCLUSION	
		5.2	Review of the Present Study Discussion of Results Recommendations for Further Study Conclusion	108 111 120 121
BIBLI	OGR.	APHY	,	123
APPEN	DIC	ES		
I	:	a)	Managerial Effectiveness Scale	141
		b)	for Principals Managerial Effectiveness Scale for Teachers	150
II	:	a) b)	Raven's Progressive Matrices Scoring Key	159 2 <b>1</b> 9

III		TAT Picture 3 TAT Picture 4	220 221 222 2 23 2 24
IV	: Pai	reek's ORS Scale	225
LIST O	F TAB	LES	
TABLE	NO.		, PAGE
1	:	Scores obtained By the Top Fifteen School Principals on the Four Variables	91
2	:	Scores obtained by the Bottom Fiftten School Principals on the Four Variables	92
3	:	Correlation Co-efficients of Managerial Effectiveness with Intelligence, Achieve- ment Motivation and Role Stress	96
4	:	The Mean, S.D., Maximum and Minimum Scores of the Top Group on the Four Variables	97
5	:	The Mean, S.D., Maximum and Minimum Scores of Bottom Group on the Four Variables	99
6	:	Means of Ten Role Stresses in ORS Scale	103
7	:	Summary of ANOVA for the Top Group	104
8	:	Summary of ANOVA for the Bottom Group	104
9	:	Correlation Co-efficients of the Ten Role Stresses with Managerial Effectiveness	105
10	:	Multiple Regression for the Top Group	107
11	:	Multiple Regression	107
12	:	The Response Score of the Principals and Teachers on Managerial Effectiveness Scale for the Top Group	114
13	:	The Response Score of the Principals and Teachers on Managerial Effectiveness Scale for the Bottom Group	115