

C O N T E N T S

	<u>Page</u>
PREFACE	ii
CONTENTS	vii
LIST OF TABLES	
LIST OF CHARTS	
CHAPTER	
I. INTRODUCTION	1
- Introduction of the Area of the Study.....	1
- Introduction of the Subject-matter of the Study.....	5
- Rationale of Relationship Between Organi- sational Climate and Employee Efficiency Potential.....	7
- Conceptual Issues in the Study of Organisational Climate.....	11
- Attempted Contribution.....	15
- Limitations of the Study.....	16
- The Organisational Setting for the Study...	17
- Sample for the Study.....	20
- Specific Criteria for the Selection of the Respondents.....	22
- Procedure for Selection of Respondents....	22
- Size of the Sample.....	23
- Criteria for the Selection of Departments..	24
- Chapterisation Scheme.....	26

Chapter		Page
II	THEORETICAL ISSUES IN ORGANISATIONAL CLIMATE	27
	- Organisational Climate: Experienced by its Members.....	30
	- Dimensions of Organisational Climate.....	32
	- Measurement of Organisational Climate.....	38
	- Research on Organisational Climate.....	40
III	METHODOLOGICAL ISSUES.....	53
	- Outline of the Scheme of the Study.....	54
	- Explanatory note on the Schematic Chart....	56
	- Hypotheses Studied.....	66
	- Methodological Issues Involved in the Measurement of Organisational Climate in Industrial Unit.....	70
	- Managerial Dispositional Climate.....	73
	- Employee Efficiency Potential.....	89
	- Operationalising the Concept of EEP.....	91
	- Operationalisation of the Concept of Administrative Organisational Climate... .	101
	- The Format of the Tool.....	107
	- Preparation of Composite Tables of Climate Perceptions Zonewise, Climatewise and Departmentwise.....	123
	- Work-Values, Their Role in the Relationship between Organisational Climate and EEP.	130
	- Interpersonal Trust Scale of K.J. Christopher.....	143
	- Concept of Leadership Climate.....	149
	- Its Place in the Scheme of Study.....	

<u>Chapter</u>	<u>Page</u>
IV RESULTS.....	159
- Scheme of Presentation of Results.....	159
- Consideration of Two More Variables namely Achievement Orientation and Job Satisfaction Pertaining to Supervisory Respondents.....	184
- Leadership Climate of the Departments on Consideration Dimension.....	195
- Climate Characterisation of all the Departments in Administrative Climate.....	212
- Climate of Groupiness.....	235
V FINALE	246
- Presentation of Findings and Observations on Climate - EEP Relationships.....	246
- Integrating Climates into a Composite Climate Wherever Possible and Presenting Results of Climate EEP Relationships in Conjunction with Remaining Variables.....	268
- Presentation of Findings on Each Issue Studied and/or Hypothesis.....	275
BIBLIOGRAPHY.....	305
APPENDIX 3.1 INDICATORS OF POTENTIAL EFFICIENCY OF EMPLOYEES	311
3.2 PRAYAG MEHTA'S F-SCALE.....	313
3.3 ANSARI'S VALUE ORIENTATION SCALE.....	317
3.4 INDICATORS OF POTENTIAL EFFICIENCY OF EMPLOYEES	324
3.5 ADMINISTRATIVE ORGANISATIONAL CLIMATE INSTRUMENT.....	327
3.6 WORK VALUE INVENTORY.....	339

Chapter		Page
APPENDIX	3.7 INTERPERSONAL TRUST SCALE OF K.J. CHRISTOPHER.....	344
3.8	SEASHORE'S GROUP COHESIVENESS TEST.....	347
3.9	SUPERVISORY BEHAVIOR DESCRIPTION TEST BY Edwin Fleishman.....	349
4.1	SRA EMPLOYEE INVENTORY.....	354
5.1	WORK-VALUE EEP CORRELATIONAL MATRIX.....	362
5.2	PERCENTAGEWISE CLIMATE SCORES OF SUPERVISORS IN ADMINISTRATIVE ORGANISATIONAL CLIMATE.....	363

• • • •