

65	Table 4.3.21: Whether turnover is high	262
66	Table 4.3.22: Whether there is a system of exit interviews	263
67	Table 4.3.23: Whether organization makes efforts to retain employees	264
68	Table 5.1: Fellowship models	276

Sr. No.	List of Charts	Pg. No.
1	Chart 4.1.1.: DSOs and sectors of intervention	88
2	Chart 4.1.2: Sectoral diversity among DSO	88
3	Chart 4.1.3: Age of DSOs in years	90
4	Chart 4.1.4: Employee strength of DSOs	90
5	Chart 4.1.5: Single district/Multi district presence of DSOs	95
6	Chart 4.1.6: Single State/Multi State presence of DSOs	95
7	Chart 4.1.7: Annual Expenditure of DSOs	98
8	Chart 4.1.8: Methods of recruitment used by DSOs	103
9	Chart 4.2.1: Employee Diversity (DSO 1)	111
10	Chart 4.3.1: Level of education of Respondents (n=42)	245
11	Chart 4.3.2: Field of Education of respondents (n=42)	246
12	Chart 4.3.3: Work experience with current organization (years) (n=42)	247
13	Chart 4.3.4: Total work experience of respondents	248
14	Chart 4.3.5: Whether training is effective (n=42)	252
15	Chart 4.3.6: Whether salary is at par with others (n=42)	254

16	Chart 4.3.7: Whether organization provides job security (n=42)	255
17	Chart 4.3.8: Whether Performance Appraisal system is effective (n=42)	257
18	Chart 4.3.9: Whether there are rewards for exceptional performers (n=42)	258
19	Chart 4.3.10: Whether Culture is aligned with vision	260
20	Chart 4.3.11: Whether employees' views are sought in decision making (n=42)	261
21	Chart 4.3.12: Whether turnover is high (n=42)	262
22	Chart 4.3.13: Whether there is a system of exit interviews (n=42)	263
23	Chart 4.3.14: Whether organization makes efforts to retain employees (n=42)	264

Sr. No.	List of Figures	Pg. No.
1	Figure 1.1: Evolution of HRM	9
2	Figure 1.2: From Employee welfare to HR	11
3	Figure 3.1: Mixed Method Research Design	70
4	Figure 3.2 Multistage Sampling Design	73
5	Figure 4.2.1: Organization Structure of DSO 1	110
6	Figure 4.2.2: Organization structure of DSO 2	126
7	Figure: 4.2.3: Organization structure of DSO 3	142
8	Figure 4.2.4: Organization structure of DSO 4	152
9	Figure 4.2.5: Organization structure of DSO 5	164
10	Figure 4.2.6: Organization structure of DSO 6	177