

## LIST OF FIGURES AND TABLES

SL. NO.	FIGURE/TABLE NO.	TITLE	PAGE NO
1.	1.2.2.2.2.1	THE THREE PHASES OF THE GENERAL ADAPTION SYNDROME (GAS)	53
2.	1.3.1.	CORRELATION BETWEEN J.D.I. SCORES AND THE TWO OVER-ALL SATISFACTION MEASURES FOR THREE SAMPLES	81
3.	2.4.1.1.	ROLE AS THE INTEGRATING POINT OF THE ORGANISATION AND THE INDIVIDUAL.	144
4.	2.4.1.2.	DIAGRAMMATIC PRESENTATION OF ROLE EPISODE PROPOSED BY KATZ AND KAHN (1966).	146
5.	3.3.2.1.	RESPONDENTS FOR FOUR ORGANIZATIONS	175
6.	3.3.2.2.	SUMMARY OF RESPONDENTS FOR AGE, EDUCATION, EXPERIENCE AND SALARY	176
7.	3.4.1.2.1	JOB-SATISFACTION OF PERSONAL AND NON-PERSONAL WORK EMPLOYEES	194
8.	4.2.1.	VARIATIONS IN ROLE STRESS, JOB SATISFACTION AND DIMENSION OF OC IN G.S.F.C. FOR ALL THE FOUR JOB CATEGORIES	207
9.	4.2.2.	VARIATIONS IN ROLE STRESS, JOB SATISFACTION AND DIMENSION OF OC IN G.A.C.L. FOR ALL THE FOUR JOB CATEGORIES	209
10.	4.2.3.	VARIATIONS IN ROLE STRESS, JOB SATISFACTION AND DIMENSION OF OC IN G.C.E.L. FOR ALL THE FOUR JOB CATEGORIES	212
11.	4.2.4.	VARIATIONS IN ROLE STRESS, JOB SATISFACTION AND DIMENSION OF OC IN G.T.C.L. FOR ALL THE FOUR JOB CATEGORIES	215
12.	4.3.1.	ANOVA TABLE IN RESPECT OF INTER ROLE DISTANCE	217

13.	4.3.2.	ANOVA TABLE IN RESPECT OF ROLE STAGNATION	218
14.	4.3.3.	ANOVA TABLE IN RESPECT OF ROLE EXPECTATION CONFLICT	219
15.	4.3.4.	ANOVA TABLE IN RESPECT OF ROLE EROSION	220
16.	4.3.5.	ANOVA TABLE IN RESPECT OF ROLE OVERLOAD	221
17.	4.3.5.1.	THE MEAN SCORES BASED ON SUB-GROUPS	222
18.	4.3.6.	ANOVA TABLE IN RESPECT OF ROLE ISOLATION	223
19.	4.3.7.	ANOVA TABLE IN RESPECT OF PERSONAL INADEQUACY	224
20.	4.3.8.	ANOVA TABLE IN RESPECT OF SELF ROLE DISTANCE	225
21.	4.3.8.1.	THE MEAN SCORES BASED ON SUB-GROUPS	226
22.	4.3.9.	ANOVA TABLE IN RESPECT OF ROLE AMBIGUITY	227
23.	4.3.10.	ANOVA TABLE IN RESPECT OF RESOURCE INADEQUACY	228
24.	4.4.1.1	INTERCORRELATIONS BETWEEN FACTORS OF ROLE STRESS WITH JOB SATISFACTION FOR ALL JOB CATEGORIES OF GSFC	229
25.	4.4.1.2.	INTERCORRELATIONS BETWEEN FACTORS OF ROLE STRESS WITH JOB SATISFACTION FOR ALL JOB CATEGORIES OF GACL	231
26.	4.4.1.3.	INTERCORRELATIONS BETWEEN FACTORS OF ROLE STRESS WITH JOB SATISFACTION FOR ALL JOB CATEGORIES OF GCEL	234
27.	4.4.1.4.	INTERCORRELATIONS BETWEEN FACTORS OF ROLE STRESS WITH JOB SATISFACTION FOR ALL JOB CATEGORIES OF GTCL	236

28.	4.4.2.1.	CORRELATIONSHIP BETWEEN THE JOB SATISFACTION AND DIMENSION OF OC (MOTIVATIONAL) FOR EACH JOB CATEGORY OF GSFC	237
29.	4.4.2.2.	CORRELATIONSHIP BETWEEN THE JOB SATISFACTION AND DIMENSION OF OC (MOTIVATIONAL) FOR EACH JOB CATEGORY OF GACL	243
30.	4.4.2.3.	CORRELATIONSHIP BETWEEN THE JOB SATISFACTION AND DIMENSION OF OC (MOTIVATIONAL) FOR EACH JOB CATEGORY OF GCEL	246
31.	4.4.2.4.	CORRELATIONSHIP BETWEEN THE JOB SATISFACTION AND DIMENSION OF OC (MOTIVATIONAL) FOR EACH JOB CATEGORY OF GTCL	248
32.	4.5.1.	TEST OF MODERATING EFFECT OF EACH CLIMATE ON THE DEGREE OF RELATIONSHIP BETWEEN ORS FACTORS AND JOB SATISFACTION IN CASE OF GSFC	251
33.	4.5.2.	TEST OF MODERATING EFFECT OF EACH CLIMATE ON THE DEGREE OF RELATIONSHIP BETWEEN ORS FACTORS AND JOB SATISFACTION IN CASE OF GACL	257
34.	4.5.3.	TEST OF MODERATING EFFECT OF EACH CLIMATE ON THE DEGREE OF RELATIONSHIP BETWEEN ORS FACTORS AND JOB SATISFACTION IN CASE OF GCEL	259
35.	4.5.4.	TEST OF MODERATING EFFECT OF EACH CLIMATE ON THE DEGREE OF RELATIONSHIP BETWEEN ORS FACTORS AND JOB SATISFACTION IN CASE OF GTCL	262
36.	5.3.1.	RESPONDENTS FROM THE FOUR ORGANIZATIONS	272