ABREVIATIONS

OCB - Organizational Citizenship Behaviour
TML - Top Management Level
MML - Middle Management Level
LML - Lower Management Level
IBOE - Individual Beliefs about Organizational Ethics
IFFCO - Indian Farmers Fertilizers Cooperative Limited
NCL - National Coalfields Limited
HINDALCO RS - Hindustan Aluminum Corporation-Renusaagar
HINDALCO RK - Hindustan Aluminum Corporation-Renukoot
UPPCL-AMPARA - Uttarpradesh Power Corporation Limited
BHEL - Bharat Heavy Electricals Limited
NTPC - National Thermal Power Corporation
DLW - Diesel Locomotive Works
BPCL - Bharat pumps and Compressor Ltd
ITI - Indian Telecom Industries