## List of Figures

<table>
<thead>
<tr>
<th>Table No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>Labour trends in India</td>
<td>25</td>
</tr>
<tr>
<td>2.2</td>
<td>Employment in the Organised Sector in Kerala</td>
<td>28</td>
</tr>
<tr>
<td>3.1</td>
<td>Pillars of integrative approach</td>
<td>77</td>
</tr>
<tr>
<td>3.2</td>
<td>Fundamental Components of HRD</td>
<td>83</td>
</tr>
<tr>
<td>3.3</td>
<td>Features of HRD climate</td>
<td>96</td>
</tr>
<tr>
<td>4.1</td>
<td>Work flow Chart</td>
<td>130</td>
</tr>
<tr>
<td>4.2</td>
<td>Process flow</td>
<td>131</td>
</tr>
<tr>
<td>4.3</td>
<td>De-inking process</td>
<td>133</td>
</tr>
<tr>
<td>4.4</td>
<td>Hierarchy of Human Resource Department</td>
<td>141</td>
</tr>
<tr>
<td>4.5</td>
<td>Training Procedure Manual Flow Chart</td>
<td>165</td>
</tr>
<tr>
<td>4.6</td>
<td>Department Hierarchy in HNL</td>
<td>180</td>
</tr>
<tr>
<td>5.1</td>
<td>Structure of the respondents</td>
<td>205</td>
</tr>
<tr>
<td>5.2</td>
<td>Age-wise classification of respondents</td>
<td>207</td>
</tr>
<tr>
<td>5.3</td>
<td>Gender-wise classification of respondents</td>
<td>209</td>
</tr>
<tr>
<td>5.4</td>
<td>Experience-wise classification of respondents</td>
<td>211</td>
</tr>
<tr>
<td>5.5</td>
<td>Educational qualifications of respondents</td>
<td>213</td>
</tr>
<tr>
<td>5.7</td>
<td>Consolidated chi-square values on awareness of organization chart</td>
<td>219</td>
</tr>
<tr>
<td>5.8</td>
<td>Consolidated chi-square values on participation in the skill development programme</td>
<td>224</td>
</tr>
<tr>
<td>5.9</td>
<td>Box plot - Individual development</td>
<td>240</td>
</tr>
<tr>
<td>5.10</td>
<td>Box plot - Career development</td>
<td>241</td>
</tr>
<tr>
<td>5.11</td>
<td>Box plot - Organizational development</td>
<td>242</td>
</tr>
<tr>
<td>5.12</td>
<td>Path diagram – Individual development</td>
<td>251</td>
</tr>
<tr>
<td>5.13</td>
<td>Path diagram – Career development</td>
<td>256</td>
</tr>
<tr>
<td>5.14</td>
<td>Path Diagram - Organisational Development</td>
<td>261</td>
</tr>
<tr>
<td>6.1</td>
<td>Relationship diagram of labour laws and HRD</td>
<td>272</td>
</tr>
<tr>
<td>6.2</td>
<td>HRD factors</td>
<td>275</td>
</tr>
<tr>
<td>6.3</td>
<td>Percentage of HRD provisions in major labour laws</td>
<td>277</td>
</tr>
</tbody>
</table>