PREFACE

Not a day's labour lost due to industrial unrest, and blending harmony between man and machine ever since its inception, claim the Indo-Asha Company. Though it seems to be quite impossible in our traditional cultural industrial organization but the Japanese claim it.

In view of the increasing number of Indo-Japanese collaborations and the need to improve efficiency in order to make the best possible utilization of the human and other resources, the present investigation was designed.

To compare the organizational climates attitudes towards work and life, and efficiency, in a traditional Indian organization and the one being managed with TPM system.

It is a matter of inordinate amour propre and delectation for me to express my devoutly gratitudes to Dr.(Mrs.) Promila Batra, Reader, Department of Psychology, M.D.University for her adroit teachings and unceasing stimuluses. I am highbly beholden for direction, advice, and help in the form of supervision to me.

Similarly, I am under an obligation to Prof. I.S. Muhar, Ex-Head Department of Psychology and Dr. Rajbir Singh Hooda, Professor, Department of Psychology, M.D.University for leading their treasured and purposeful suggestions.

I am also thankful to Dr. Amrita Yadava, Head of the Department, and all the teaching and non-teaching staff members of the Department of Psychology of M.D.University.

I wish to thank the leaders and respondents of the two selected organizations i.e. Laxmi Precision Screws (LPS) Rohtak and Matw-i Udyog Limited (MUL) Gurgaon for furnishing vital facts for the accomplishment of this research endeavour.

I express my special thanks to the librarians of M.D. University, Rohtak; IMSAR, M.D.University, Rohtak; Delhi University, Delhi; Jawahar Lal Nehru University, Delhi; Kurukshetra University Kurukshetra for their cooperation while collecting the literature for the present study.

My unfeigned thanks are also due to my father Mr. P.L. Narang "because my father is a teacher for me at home and he always inspires me for studies and has great contribution in my career building".
I also deem it my virtuous duty to convey my special gratefulness to my sisters and bhabi, brother and brother-in-law and even also to dear Doli, who stood up to bolster my morale.

I am also thankful to my friends and colleagues working in Pre-Examination Training Centre, Bhiwani for their active cooperation during the research work.

I shall fail in my duty if I do not give thanks to Mr. Harish Malik who typed this thesis well in time and without delay.

February, 1999

(Rajni Narang)