PREFACE

Organisational commitment and union commitment are emerging constructs in the organisational behaviour literature. There are different personal characteristics that influence these constructs. In the current banking system, the concept of ‘union’ is emerging. The participation of employees in union leads to the indifferent union-management relations and stressful working environment. The present research work represents the correlational study of age, sex, locus of control, organisational commitment and union commitment among public bank employees. The study was conducted at both levels, i.e., managerial and clerical.

THANKS – these six letters seem to be very simple to be used and said, but my vocabulary and language fails to find any other word then be so precise and expressive in extending one's gratitude and indebtedness as these six golden letters. I really feel today that the most difficult job is ‘Thanks giving’ and wish that had there been a parameter/estimate one's feeling, my work would have been easier and I would have had no difficulty in showing my warm and sincerest feeling for everybody with the help and support of whom I was able to undertake this endeavour successfully.

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Sujata Hooda