The present investigation was undertaken to study the correlates of Executive Success in middle level executives. Executive Success was studied in relation to Extrasensory Perception, Eysenckian Personality dimensions, viz., Psychoticism, Extraversion, Neuroticism; Locus of Control; need for Achievement, need for Power, need for Affiliation and need for Approval and Impression Management and its seven styles. In addition, study of ownership pattern i.e., private and public as a determinant of Executive Success and its correlates was another aim of the present investigation.

Two hundred middle level executives (one hundred from private sector and one hundred from public sector) in the age range of 26-54 years were randomly chosen to comprise the sample. They were administered the following tests, viz., Envelope Clairvoyance Test (Anderson and White, 1953); Eysenck Personality Questionnaire-Revised (Eysenck, Eysenck and Barrett, 1985); Internal-External Locus of Control (Rotter, 1966); Motives measure questionnaire by Misra and Tripathi (1980) and Impression Management Scale (Helode, 1984) to yield scores on Extrasensory Perception, Psychoticism, Extraversion, Neuroticism, Lie (Social Desirability) Scale, Locus of Control, need for Achievement, need for Power, need for Affiliation and need for Approval, Global Impression Management and its seven styles viz., Opinion Conformity, Self Enhancement, Other Enhancement,
Name Dropping, Changing with the Situation, Instrumental Dependency and Self Degradation.

In addition, the scores obtained after using the formula Salary/Age X100 were taken as indices of Executive Success.

Means, SDs, t-ratios, intercorrelations and factor analysis were computed to analyse the raw data. The significant findings may be summed up as follows:

**ORGANISATIONAL OWNERSHIP PATTERN**

Differences on ownership pattern viz., private and public sector emerged on the following variables.

(i) Private sector executives scored significantly higher than public sector executives on Success.

(ii) Public sector executives scored significantly higher than private sector executives on Lie (Social Desirability) Scale.

(iii) No difference between private and public sector executives emerged on Extrasensory Perception, Psychoticism, Extraversion, Neuroticism, Locus of Control, need for Achievement, need for Power, need for Affiliation and need for Approval and Impression Management and its seven styles. viz., Opinion Conformity, Self Enhancement, Other Enhancement, Name Dropping, Changing with the Situation, Instrumental
CORRELATIONAL ANALYSIS

(i) In the total sample, Executive Success was found to be positively related with Extraversion. It was negatively related with Lie (Social Desirability) Scale and not related with Extrasensory Perception, Psychoticism, Neuroticism, Locus of Control, Motives and Impression Management and its styles.

(ii) In private sector also Executive Success was positively related with Extraversion. It was negatively related with Locus of Control and Other Enhancement factor of Impression Management. Insignificant correlations were observed between Executive Success and Extrasensory Perception, Psychoticism, Neuroticism, Lie (Social desirability) Scale, Motives and Impression Management and its six styles viz., viz., Opinion Conformity, Self Enhancement, Name Dropping, Changing with the Situation, Instrumental Dependency and Self Degradation.

(iii) In public sector executives, Success was not found to be related with any of the variables viz., Extrasensory Perception, Eysenckian Personality dimensions, Locus of Control, Motives and Impression Management and its Styles viz., Opinion Conformity, Self Enhancement, Other Enhancement, Name Dropping,
Changing with the Situation, Instrumental Dependency and Self Degradation.

FACTOR ANALYSIS

Factor analysis yielded seven factors for the total sample, six for private sector executives and seven for public sector executives. A glance at the factor structures for the total sample, private sector and public sector revealed that in case of total sample there was complete exclusion of Extrasensory Perception, Motives and Impression Management as related to Executive Success. In case of private sector factor structure revealed that Executive Success was related to need for Achievement and Internality only and not related to Extrasensory Perception, Eysenckian Personality Dimensions, Motives viz., need for Power, need for Affiliation and need for Approval and Impression Management and its styles viz., Opinion Conformity, Self Enhancement, Other Enhancement, Name Dropping, Changing with the Situation, Instrumental Dependency and Self Degradation. In public sector, Executive success emerged as an independent factor and related to none of the correlates i.e., Extrasensory Perception, Eysenckian Personality Dimensions, Locus of Control, Motives and Impression Management and its styles viz., Opinion Conformity, Self Enhancement, Other Enhancement, Name Dropping, Changing with the Situation, Instrumental Dependency and Self Degradation.