LIST OF EXHIBITS

EXHIBIT NO.                          PAGE NO.

CHAPTER IV

VI.1 Employees participation in committees
      Pankaja mills.                  58
VI.2 Employees participation in committees
      Sri ranga vilas mills           62

CHAPTER V

V.1 Employees participation in lower level decision-making
      Pankaja Mills.                   80
V.2 Employees participation in lower level decision-making
      Sri ranga vilas mills           84
V.3 Participation of managerial staff in medium level
      decision-making - Pankaja mills. 105
V.4 Participation of managerial staff in medium level
      decision-making - Sri ranga vilas mills 107
V.5 Participation of executives in higher level
      decision-making - Two mills combined. 119

CHAPTER VII

VII.1 Mean scores of the perception about job satisfaction
       Pankaja mills.                  154
VII.2 Mean scores of the perception about job satisfaction
       Sri ranga vilas mills           157
VII.3 Mean scores of the perception about morale
       Pankaja mills.                  162
VII.4 Mean scores of the perception about morale
       Sri ranga vilas mills           165
VII.5 Mean scores of the perception about industrial relations
       Pankaja mills.                  169
VII.6 Mean scores of the perception about industrial relations
       Sri ranga vilas mills           172
VII.7 Mean scores of the perception about quality of work life
       Pankaja mills.                  177
<table>
<thead>
<tr>
<th>Exhibit No.</th>
<th>Description</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>VII.8</td>
<td>Mean scores of the perception about quality of work life</td>
<td>180</td>
</tr>
<tr>
<td></td>
<td>Sri ranga vilas mills.</td>
<td></td>
</tr>
<tr>
<td>VII.9</td>
<td>Mean scores of the perception about organisational climate</td>
<td>184</td>
</tr>
<tr>
<td></td>
<td>Pankaja mills.</td>
<td></td>
</tr>
<tr>
<td>VII.10</td>
<td>Mean scores of the perception about organisational climate</td>
<td>187</td>
</tr>
<tr>
<td></td>
<td>Sri ranga vilas mills.</td>
<td></td>
</tr>
<tr>
<td>VII.11</td>
<td>Mean scores of the perception about organisational health</td>
<td>191</td>
</tr>
<tr>
<td></td>
<td>Pankaja mills.</td>
<td></td>
</tr>
<tr>
<td>VII.12</td>
<td>Mean scores of the perception about organisational health</td>
<td>193</td>
</tr>
<tr>
<td></td>
<td>Sri ranga vilas mills.</td>
<td></td>
</tr>
</tbody>
</table>