RESULTS AND DISCUSSION

"Human satisfaction is related not to existing conditions but to the condition of a social group against which the individual measures his situation." (Stone, A 1966)

It is as a consequence of the lack of direct physical standards that actors have a need to compare their situation with that of others whenever they wish to evaluate themselves. Relative Deprivation or feeling of dissatisfaction depends more on relative rather than on absolute criteria. Depending on one's environment one could feel relatively satisfied or relative deprived. No where this is more apparent than in the work situation. Employees stand in different and unequal relationships both of power and of command over resources. There are also less tangible inequity which relate to the context of work, to the kind of social relationships which people are involved in at work and to the exercise of power. There are varying degrees of constraint imposed by the rules which govern life itself. Job varies widely in their degree of interest.
and responsibility, they vary in the opportunities afforded for the development of individual potentialities and in the opportunities for upward mobility. Few attempts have been made to relate one dimension of inequality to another, or to examine how far deprivation in one sphere is accompanied by deprivation in another. Because of importance of work in our society these inequalities permeate many other aspects of an individual's life. It is obvious that individual in organisations are directly or indirectly affected in different ways. Hence an attempt has been made to bring out the concealed feelings of the workers in Textool Company, Coimbatore.

First, the findings explore the extent of relative deprivation experienced by workers and indicates that 40.8 percent are highly deprived, 26 percent moderately deprived and 33.2 percent have low deprivation.

Concerning the deprivation with regard to social position, 44 percent have moderate, 37.2 percent low and 18.8 percent high deprivation.
The data regarding deprivational feelings with regard to income documented to 48.0 percent high, 45.2 percent moderate and 6.8 percent low.

Working condition deprivation manifests that 41.6 percent are highly deprived followed by moderate (34.4%) and low (24%).

An experiment validating the construct of relative deprivation would indicate the variations in having or not having a resource, that similar others do or do not have, that one does or does not want, that one thinks that one can or cannot get, that one thinks one is or is not entitled to, and that one does or does not feel responsible for not having. On examining at these preconditions, the present data provides support for the preconditions, seeing others possessing, wanting, entitlement (Davis, 1959; Runciman, 1966; Burr, 1970; Crosby, 1976; Alain, 1985) and feeling not responsible for unattainment of an object (Crosby, 1976; Alain, 1985). But a striking feature is that feasibility do not incorporate with the feelings of deprivation, contrary to our assumption that feasibility is a
necessary condition for relative deprivation.

Feasibility is the most complex component of relative deprivation. Burr (1970) and Runciman (1966) appears to differ diametrically in their statements about how future feasibility should be related to relative deprivation. In order to determine this controversy, feasibility is measured in terms of 'expectancy distance'. 'High expectancy' distance would denote 'low feasibility' and 'low expectancy' denotes 'high feasibility'. The results of the present data outlines that future feasibility, perhaps, tends to be low among the workers in general, and correlates negatively with the presumed consequences of relative deprivation, showing that it is incompatible with the findings and assertions of Runciman (1966), Crosby (1976) and Alain (1985). They hold that subjects should think it as feasible to obtain X, in order for him to be relatively deprived. Rather, the findings adhere to the theory of Burr (1970), Coch and French (1948), that an individual experiences deprivation only when he thinks it is not feasible to obtain a desired object. However, when looking at the feasibility precondition for each
statement, except the tables concerning feasibility of attaining the denied position (Table 21) and feasibility of getting leave in time (Table 105), all others contributed significantly for its negative association. However, though the values obtained were less, the direction indicated is negative.

Why did the workers in an applied setting have low feasibility? A plausible interpretation can be that the kind of social relationship which workers are involved at work and the varying degrees of constraint imposed by rules culminates in limited future expectations.

However, the operationalization of relative deprivation concept might have its limitations. It is important that future studies look closely at applicability of the concept to a wider range of situations. The relative importance of the different preconditions of the model might differ as one is investigating different occupations. Though the present study stood different in the feasibility aspect, it would be worth pursuing the idea that such differences might be reflected across different occupational levels.
or different occupational status.

There is some agreement that mobility orientation of the workers contribute to relative deprivation feelings positively, showing those having high orientation are highly deprived. Moreover the data gives relevant evidence to indicate, mobility orientation has a bearing with social position and income deprivation.

On assessing the climate perceptions of the subjects from seven dimensions, the findings support for the assertion that responses to climate measure reflect in the projection of feelings of relative deprivation. This is consistent with our hypothesis that favourable organisational climate is negatively associated with the feelings of relative deprivation.

Demographic variables when related with relative deprivation reveals that old aged respondents are highly deprived.
In general, Christians are found to be deprived higher than Hindus and Muslims.

Data relating marital status and deprivation aspects discloses that unmarried are deprived higher than married.

Educational attainment relates positively with relative deprivation and shows that technically qualified are prone for high deprivation.

Background of the workers have significant effect on relative deprivation as urban prone stood higher with this regard.

Migratory character holds no relationship with deprivation feelings.

Concerning the family size and relative deprivation that relationship observed is negative to show nil relationship.

Workers service do not support for any relationship with relative deprivation.
Educational achievements of sons relative to fathers' influences feeling of deprivation.

Monthly per capita income gives no evidence to pose any relation with relative deprivation.

Occupational achievement relative to that of their fathers and feeling of deprivation emerges positive direction to disclose that workers acquired occupation higher than their fathers are deprived more.

Distance to the work spot reveals no relationship with deprivation feelings.

Frequency of change of occupation influences the feelings of relative deprivation and reveals that more one changes occupation, the more the deprivation is.

Workers having obtained aspired job also shows high deprivation.

Personal profile of the respondents relating social
position deprivation revealed the following:
Age of the workers do not contribute for any relationship with social position.

Noting at the marital status data, it is seen unmarried falls in the highly deprived category.

Technical hands seems to be highly deprived of social position.

Background details enumerates that urban prone workers are deprived of social position.

Likewise, when migrants tends to be deprived of social position, family size revals no proximity with the same.

Respondents work experience do not corroborate with social position deprivation.

Workers having higher qualification than their fathers' expressed for a high social position deprivation.

Findings regarding monthly per capita income and social
position deprivation indicates no relationship.

Occupational mobility also holds the same conclusion.

When the occupational changes do not have any impact on the feelings of social position deprivation, workers deprivation with the same is high for unattained aspired job.

Income deprivation makes it apparent that age do not relate with it.

Data provides support for the relationship between married and income deprivation.

When workers education do not exhibit any relationship with income deprivation, workers hailing from rural stands for higher deprivation with this regard.

Migratory character visualises that it has relationship with income deprivation. But family size do not have any bearing with the same.
Workers service extending more than 20 years experience high income deprivation.

Workers having attained education more than their fathers and income deprivation go together.

Likewise, workers monthly per capita income gives evidence for its relationship with income deprivation.

Occupational mobility and income deprivation are complementary to indicate that higher the level of occupation, higher the aspiration for income.

Unattainment of aspired job of the workers reflects in the feelings of income deprivation.

Personal characteristics and its relationship with mobility orientation manifested the results as follows:

Old aged workers have mobility orientation, similarly unmarried possess high orientation towards mobility.
Education has an impact on the mobility orientation feelings as technical hands aspired for high mobility orientation.

When rural prone opted for high mobility orientation, migrants also constituted high for the same.

Service of the workers when exposes no holding with mobility orientation, educational achievement than their fathers relate significantly.

No evidence throw light for the relation between monthly per capita income, change of frequency of job or occupational mobility and orientation towards mobility.

Whereas it is clear that subjects having not attained the desired jobs projects high among those having high mobility orientation.

It is worth bearing in mind that relative deprivation has enjoyed 30 years of usage in the social sciences. This long period makes it different to argue
that the construct is exciting and new and deserve to be used loosely in order to achieve a first sense of its explanatory potential before a more sober and critical perspective is adopted.

It is also worth bearing in mind that explicit validation of the concept may help redirect research and prevent the unnecessary explanation of blind alleys.

Since the sample is small, and the study has its own limitations, it would far too lenient to conclude that the theory was confirmed. None the less, the data suggest that the theory warrants further empirical research based on more appropriate samples.