**ABBREVIATIONS**

1. **AITUC** All India Trade Union Congress.
2. **ASM** Aska Spinning Mill.
3. **Bop** Balance of Payment.
4. **BPAW** Boiler piping and Accessories Works.
5. **BMS** Bharatiya Mazdoor Sangha
6. **BSM** Baripada Spinning Mill.
7. **BSMSU** Baripada Spinning Mills Shramik Union.
8. **BSMMU** Baripada Spinning Mills Mazdoor Union.
9. **CITU** Centre for Trade Unions
10. **CPI** Communist Party of India.
11. **CPI(M)** Communist Party of India (Marxist)
12. **CST** Central Sales Tax.
13. **FCP** Ferrochrome Plant.
14. **Fig.** Figure
15. **HCW** Hira Cement Works.
16. **Hcab.W** Hira Cable Works.
17. **HIW** Hirakud Industrial Works.
18. **IDCOL** Industrial Development Corporation of Orissa Limited.
19. **IIR** Indian Industrial Relations
20. **ILC** Indian Labour Court
21. **INTUC** Indian National Trade Union Congress.
22. **IR** Industrial Relations.
23. **ISI** Indian Standard Institute
24. **KIW** Kalinga Iron Works
25. **Mgt.** Management
26. **N** Number of Respondents
27. **NA** Not Available.
29. **NHPC** National Hydro Power Corporation.
30. **NIRC** National Industrial Relations Commission.
31. **NP** Net Profit
32. **NTPC** National Thermal Power Corporation.
33. **OST** Orissa Sales Tax.
34. **PE** Public Enterprises.
35. **PSU** Public Sector Undertaking.
36. **QC** Quality Circles.
37. **ROI** Return on Investment.
38. **RRM** Re-Rolling Mills.
39. **Rs.** Rupees
40. **SLPE** State Level Public Enterprise.
41. **TMIR** Transactional Model of Industrial Relations
42. **UPSC** Union Public Service Commission.
43. **UTUC** United Trade Union Congress.
44. **WPM** Workers Participation in Management.