

## **LIST OF TABLES**

Table 2.1	Number of Strikes and Lockouts during 1991-2000
Table 2.2	Mandays Lost Due to Strikes and Lockouts
Table 2.3	Workers involved in Strikes and Lockouts
Table 2.4	Different Types of Participation
Table 3.1	Sample Size
Table 3.2	Details of Sample Collected
Table 3.3	Details of Sample Collected
Table 3.4	Number of Employees Interviewed
Table 4.1	Primary Metal Capacity
Table 4.2	Comparable costs for world majors
Table 4.3	Bauxite Reserves
Table 4.4	Power Costs: Lowest in the world
Table 4.5	Employee Strength at Hirakud
Table 4.6 <sup>+</sup>	Year-wise Amount Spent on Welfare Activities
Table 4.7	Employee Strength at NALCO
Table 4.8	Educational Qualification
Table 4.9	Level
Table 4.10	Work Experience
Table 4.11	Age Profile
Table 5.1	Existing & Preferred view of behaviour expected of employees
Table 5.2	Existing & Preferred view of criteria for reward
Table 5.3	Existing & Preferred view of treatment of employees
Table 5.4	Existing & Preferred view of direction & influence in the organization
Table 5.5	Existing & Preferred view of decision-making
Table 5.6	Existing & Preferred view of task allocation
Table 5.7	Existing & Preferred view of expected role
Table 5.8	Existing & Preferred view of supervisory style
Table 5.9	Existing & Preferred view of control
Table 5.10	Existing & Preferred view of work motivation
Table 5.11	Existing & Preferred view of inter-group relation
Table 5.12	Existing & Preferred view of inter group conflict

Table 5.13	Existing & Preferred view of organization environment relationship
Table 5.14	Existing & Preferred view of adherence to systems, procedures
Table 5.15	Existing & Preferred view of socialization process
Table 6.1	Dimensions of Work Culture
Table 6.2	Shared Values
Table 6.2(a)	Shared Values
Table 6.2(b)	Shared Values
Table 6.2(c)	Shared Values
Table 6.2(d)	Shared Values
Table 6.3	Shared Vision
Table 6.4	Performance Appraisal
Table 6.5	Responsiveness to Change
Table 6.6	Training and Education
Table 6.7	Career Development
Table 6.8	Welfare
Table 6.9	Structural Flexibility
Table 6.10	Service Orientation
Table 6.11	Ethnocentricity
Table 6.11(a)	Ethnocentricity
Table 6.11(b)	Ethnocentricity
Table 6.12	Reward System
Table 6.12(a)	Reward System
Table 6.12(b)	Reward System
Table 6.12(c)	Reward System
Table 6.13	Motivation
Table 6.13(a)	Motivation
Table 6.13(b)	Motivation
Table 6.14	Empowerment
Table 6.14(a)	Empowerment
Table 6.14(b)	Empowerment
Table 6.14(c)	Empowerment
Table 6.15	Solidarity
Table 6.16	Communication
Table 6.17	Team Work

Table 6.18	Role Clarity
Table 6.19	Mutual Support
Table 6.19(a)	Mutual Support
Table 6.19(b)	Mutual Support
Table 6.19(c)	Mutual Support
Table 6.20	Shared Goals
Table 6.21	Sociability
Table 6.21(a)	Sociability
Table 6.21(b)	Sociability
Table 6.21(c)	Sociability
Table 7.1	Context Factors
Table 7.1(a)	Context Factors
Table 7.1(b)	Context Factors
Table 7.2	Job Content Factors
Table 7.2(a)	Job Content Factors
Table 7.2(b)	Job Content Factors
Table 7.3	Job Challenge
Table 7.4	Good Working Conditions
Table 7.5	Relationship with Superior
Table 7.6	Job Security
Table 7.7	Job Autonomy
Table 7.8	Cooperation
Table 7.9	Consultation
Table 7.10	Meaningfulness
Table 7.11	High Earnings
Table 7.12	Serve Country
Table 7.13	Growth
Table 7.14	Job Variety
Table 7.15	Prestige of Organisation
Table 7.16	Mutual Support
Table 7.17	Task Clarity
Table 8.1	Details of Trade Unions at Smelter & Power Complex - Angul
Table 8.2	Shop Councils
Table 8.3	Quality Circles

Table 8.4	Employment to Affected Persons
Table 8.5	Cases Pending In Various Courts
Table 8.6	Number of cases relating to Claims
Table 8.7	Details of Trade Unions
Table 8.8	Ideology and Concerns of Trade Unions
Table 8.9	Councils/Committees & their Major Objectives
Table 8.10	Grievance Handling Forums & their Major Objectives
Table 8.11	Frequency of management's interaction and consultation with Trade Unions
Table 8.12	Major IR Concerns
Table 8.13	Strikes
Table 8.14	Restrictive Work Practices
Table 8.15	Cases of Indiscipline