PREFACE

Realising the fact that industrial activity is the backbone of economic prosperity in any economy, Himachal Pradesh is forgoing ahead in the development of industries in the state. In this decade it has attained commendable progress in industrialisation. The public and private sector organisations are simultaneously showing steady growth though they are at infancy stage. They have an arduous task of meeting societal expectations and their own industrial needs. Thus effectiveness depends upon bridging this gap. Organisational effectiveness of any undertaking is generally dependent upon decision making styles of the people who are at the helm of affairs.

In the present work, we attempted to study the relationship between different decision-making styles and organisational effectiveness of private and public sector organisations in Himachal Pradesh. It is based on the statistical analysis carried on the empirical data collected from twelve organisations including equal number of organisations from both public and private sectors of Himachal Pradesh.
Chapter I introduces the theme of study and various concepts utilised in the study. It is devoted to the classifications of concepts, measures and approaches of effectiveness and the decision-making styles of managers that are commonly used by them.

A review of studies on organisational effectiveness and decision-making process and styles is presented in Chapter II. In Chapter III we trace out the need for the study, objectives, research hypotheses, variables, sampling and methods of analysis and discussion. Chapter IV is on the analysis of different styles of decision-makers. The analysis of organisational effectiveness is included in Chapter V. A relationship between decision-making styles and organisational effectiveness has been taken-up in Chapter VI. Chapter VII presents the summary of findings, and areas for future research.