In the world today, development has become one of the few major criteria to study any society. Development is a multifaceted concept. It is a process of growth and at the same time it stands for a transformation in the way of life of a people in different dimensions. Various indices of development are used as the yardstick to divide the nations into the developed and the developing. Also the aspiration for multidimensional development works as a binding force to unite a large number of developing societies on their march towards progress and prosperity.

The process of development is dependent upon a number of factors and forces. Previously, it was conceived that development relies only on natural and material resources. But slowly there is a growing appreciation of the role of the human resources in the developmental process. It is now realised that people belonging to all walks of social life need to be associated with each step of the process of development for achieving better results.

In spite of the multiple facets of development, it is mainly identified with industrial development in any given society. And here come the large number of industrial workers, labourers and employees who constitute the vital man power in the industrial sector.
While the majority of workers in most of the developing societies still remain largely unorganised, a section of them, especially in the large industrial sector, have been organised. And the trade unions are the outcome. The trade union leaders not only lead the workers but also they represent their cause on different forums. But we find that the role of trade union leaders are often underestimated. It might have resulted from some structural and functional inadequacies that exist in the trade union movement itself. Or it may be so because of lack of authoritative positions of trade union leadership.

So far as the present study is concerned, we have tried to analyse leadership and authority pattern in developing societies with the help of a micro-level study of trade unionism at the Rourkela Industrial Complex of Orissa in India. This is an attempt at understanding the notions of development, leadership and authority in the context of the socio-political system. Such a study calls for an inter-disciplinary approach involving political science, economics, sociology, labour welfare and personnel management, and human resources development. Considering the practical limitations of research, the author had to focus the empirical study only on the trade union leaders of Rourkela and present the findings in the context of a systematic treatment covering eight chapters.
The introductory chapter deals with the various approaches to the study of leadership and authority pattern in a developing society in the context of trade unionism; a review of existing literature; the scope of the study; the aims and objectives of the study; the hypotheses; the method of study; the sample and coverage; and, data collection, compilation and the process of data analysis.

The second chapter contains a discussion on the concept of development and its meaning, nature and models. Also, the human factor in development is highlighted here.

The third chapter deals with the Indian scenario. It depicts the picture of India as a developing society. It is done with reference to its agricultural and industrial development and the nature of change.

The fourth chapter analyses the role of leadership in developing societies. It also tries to explore the power leadership authority nexus in India. And it aims at studying the possible crises faced by the new leaders in the post-independence era in India.

The fifth chapter provides an analysis of the industrial climate in the post-independence era in India with specific reference to the growth of the steel industry. It also gives an account of the origin, growth and evolution of the Rourkela Industrial Complex in Orissa and its work-life.
The sixth chapter covers the first part of our empirical data analysis. It deals with the various aspects of trade unionism in India in general and in Rourkela in particular. It presents a socio-economic analysis of the background and motivation of the trade union leaders of Rourkela.

The seventh chapter deals with the second and final part of the empirical data analysis. It covers the role, orientations and linkages of the trade union leaders and also the organisational behaviour and trade unionism with the help of empirical data collected from the sample respondents. It also discusses the inter-relationships between leadership and authority.

Finally, the eighth chapter gives the findings of the study and also our concluding observations. Accordingly, it recapitulates what has been presented in the preceding chapters and also presents our concluding remarks.

It may be mentioned here that the required data for the present study have been collected both from primary and secondary sources. The study of available literature has been supplemented by a field survey and data collection from the sample respondents who are the active trade union leaders of Rourkela. This is done with the help of a questionnaire circulated among the prospective respondents. We have also taken open-ended interviews of the eminent trade union leaders. During the
course of our data collection and field survey, we have also observed some of the day to day activities and meetings of the trade unions.

With a view to presenting the collected data, our findings and observations in a systematic manner, we have tried to supplement our analysis with tables, figures and maps, wherever necessary.

It must be admitted that there can be no last word in social science research, and for that matter in any research. The present study is an humble attempt at exploring the possibility of new approaches to analyse the notions of development, leadership and authority in relation to trade unionism especially in the context of a developing society. It is basically a micro-study the findings of which might, it may be hoped, prove useful in studying the problems of trade union leadership at the macro-level.