CHAPTER – II
REVIEW OF LITERATURE.
In the introductory chapter the theoretical linkage between Production technology, Worker alienation and Leisure behavior was delineated clearly. In this regard the researcher was looking for necessary guidelines to undertake an empirical study on the research problem formulated. This necessitated the need for undertaking a focused review on the available literature, in particular, on the studies undertaken by others. The details of the review of literature thus undertaken and their relevance to the present study are given below. For better understanding the results of the review are listed under two sub-headings, viz.,

1. Review on alienation studies.
2. Review on leisure studies.

2.1 Review on alienation studies:
Several researchers have explored the relationship between alienation (among general public and among industrial workers) and its effects on the individuals’ personal and organizational life. Among them the studies undertaken by Melvin Seeman gets a special significance because of their time reference and the methodological and conceptual importance attached to them. Melvin Seeman (1959) in one of his earliest efforts to test his proposition, "alienated work has consequences not only in unfulfilling work but also have serious social effects such as political hostilities, frenetic leisure, social movements, race cleavages, and the like" has conducted a study among 558 male workers randomly selected from a population of roughly 2,40,000 workforce in Malmö, Sweden. For this purpose he measured worker alienation in its dimensions Powerlessness and Normlessness. While Powerlessness was assessed on a twelve-item checklist developed by Neal and Seeman, Normlessness was measured by adopting Srole’s anomia scale with five-item Likert type scale. The results of the study eventuated his proposition that "the effects of the alienated work goes beyond unfulfilled work to produce serious social effects such as political hostilities, frenetic leisure, social movements, race cleavages, and the like."

Melvin Seeman (1963), in another study, in order to demonstrate yet another proposition, “the inmate’s learning of information relevant to correctional matters
will be dependent upon their degree of alienation with particular reference to their feeling of Powerlessness” conducted a study among the inmates of a reformatory. Therefore, he constructed a scale to measure alienation focusing on the Powerlessness dimension of alienation. The scale had forty forced-choice items offering a contrast between internal and external control and it was administered among a sample of 85 inmates of the selected reformatory (who met the criterion of having an intelligence quotient of at least 100 and a ninth-grade education). Through the study Seeman has come to the general conclusion that “the bureaucratic, specialized, and isolated individual becomes convinced of his own powerlessness, and turns his attention away from control-relevant learning; becomes politically apathetic and volatile, frantic in leisure; ignorant in international affairs- the effect of alienation.” The results of the above mentioned two studies, besides empirically confirming the relationship between alienation and leisure, have also infused a new thrust into alienation research in terms of the construction of alienation measurement scales.

In modern organizations the autonomy one enjoys in his work depends upon the type of the production system employed by the organization. The professionals (scientists and engineers) are not an exception to this. It is observed that any professional who experiences the conflict of autonomy Vs integration in his work may become alienated from his work, the organization, or both. To verify this observation, George Miller (1967) undertook a study among 419 professionals and engineers (working as non-supervisory scientists and engineers and holding the degree of M.A., M.S., or Ph.D. in science, engineering, or mathematics) at Aero-Space Group and Basic Science Laboratory. Through the study he put to test two related hypotheses viz., “the degree of alienation from work should be positively associated with the degree of organizational control and negatively associated with number of professional incentives for all professionals” and “the above relationships should be stronger for those professionals with the Ph.D. degree and those professionals trained as scientists than for professionals with the M.A. or M.S. degree and professionals trained as engineers.” In this regard, to measure the work alienation among the professionals he used a self-constructed five-item cumulative
scale consisting of statements referring to the intrinsic pride or meaning of work based on Morse’s scale of Intrinsic pride in work. The study results indicated, "the autonomy Vs integration in work has a significant influence on the work alienation of the professionals."

Likewise, Melvin was concerned about empirically confirming the two related hypotheses suggested by Marx on occupational sources of alienation – one emphasizing control over the product of one’s labor, the other emphasizing control over the work process. Hence, he undertook an empirical examination of the relationship between social structure (in particular, occupational structure) and the subjective experience of alienation under the conditions that exist in a large-scale technology economy. For this, a Guttman scale was developed on the four dimensions of alienation viz., Powerlessness, Normlessness, Self-estrangement and Cultural estrangement, and data was collected from U.S. males employed in civilian occupations. Through the study he came out with an important and significant finding that the control over the product of one’s labor (ownership and hierarchical position) has only an indirect effect on alienation, where as control over work process (closeness of supervision, routinization, and substantive complexity) has an appreciable direct effect on powerlessness, self-estrangement, and normlessness.

On the other hand, the study conducted by Philliber (1977) even though it was outside the scope of industrial system, by its findings it has relevance to the present study. Through the study the researcher wanted to ascertain the alienation among individuals living in low-income neighborhoods with regard to public service delivery systems. For this purpose, it was hypothesized that "in the public service delivery system if any individual is left with the feeling that the system is unresponsive to his personal needs it leads to alienation. This alienation may be from the whole of the service delivery system itself or restricted to the particular service sector not responding to the personal needs," and "the alienation level differs among the different income groups living in different income areas." In this regard, adopting multistage probability sampling the data was collected from among 506 adult residents living in the areas of Model cities of Cincinnati, Ohio. For data
collection an interview schedule that averaged over an hour in length was administered. The respondents were asked to indicate their opinion on the statements in the schedule on a four point scale- Strongly agree, Mildly agree, Mildly disagree or Strongly disagree. Numerical values were assigned to responses and the values were summed up to measure alienation. A high value indicated greater alienation. The study indicated that the individuals subjectively group the bureaucratic aspects of society together and get alienated from the whole of the service delivery system. Considering the relevance of this finding to the industrial sector it will be reasonable to expect that the feeling of work alienation among the industrial workers may not stay restricted only to the work situation but it may spillover to other areas of their life as well.

Walker Jr and Beauford wanted to investigate people’s ability to break the poverty cycle with reference to their feeling of alienation. In this regard, it was hypothesized that “those persons who have broken the poverty cycle hold stronger perceived feelings of internal control than those who have not broken the cycle.” To test the hypotheses the study required measurement of economic situation and alienation.

Using the hopeless feelings (Powerlessness) of the people under study, the investigators measured alienation through a self-constructed scale developed during the course of the study. The investigators instead of choosing to use the standardized scales of Dean (1961) and Seeman (1964) to measure alienation (Powerlessness) had of course, constructed a scale for themselves because their pretest and analysis of the items on those scales were too abstract or too sophisticated to tap the feelings of the groups under study. The scale thus constructed when subjected for validation through the Guttman procedure gave a coefficient of reproducibility of 0.84.

Thereupon data obtained for the study through personal interviews from a stratified cross-sectional unrestricted sampling of heads of 943 families from nineteen Middle Georgia counties has given to understand the fact that there is an inverse relationship
that exists between alienation and a person's ability or willingness to act on his own behalf.

Like wise Dean (1961) who developed alienation scales for three dimensions of alienation viz., Powerlessness, Normlessness and Isolation, from the results of his studies, has reported a low but significant correlation between the scales of these three dimensions and occupational prestige, education, income and rural background; a small positive one between alienation and advancing age; and a negative correlation between alienation and emotional maturity.

If the studies referred to have been conducted outside Indian sub-continent serve as basic sources of reference for the present study, the studies undertaken by researchers such as Jerome (1981), Kamaraj (1998), Chandramohan Reddy and Udhaya Kumar (1998) and many others among the Indian workers serve as a source of specific reference for the present study. A brief narration of those studies and their outcome are as follows:

Jerome (1981) in order to examine the relationship between worker alienation and worker participation in worker organizations (i.e.) participation in Trade unions, conducted a study among the workers of Pallavan Transport Corporation, Chennai. Adopting the descriptive and diagnostic design and multi-stage sampling procedure the researcher tested a set of null- hypotheses stating “There is no relationship between worker alienation and worker participation in worker organization.” The data were collected using both Interview schedule and an Interview guide. The interview schedule constructed consisted of two different scales. The first scale measured worker alienation on its five modalities (Powerlessness, Meaninglessness, Isolation, Normlessness and Self-estrangement) and the second scale measured worker participation in worker organization on six index items (Organizational participation, Cognitive affective participation, Participation in decision-making processes, Participation in communication processes, Participation in Political processes and Reinforced participation). On the other hand, the Interview guide was used to gather necessary information related to the research setting from ‘key
informants’ other than the respondents in the organization. The reliability of the scales was ascertained through split-half reliability method coupled with Spearman-Brown’s prophecy Formula. Through the study the researcher has found that there is a significant relationship between worker alienation and the worker participation in worker organization.

Kamaraj (1998) conducted a study to examine the relationship between a set of selected independent variables viz., Organizational climate, Job involvement and Job anxiety and the dependent variable Job alienation among the Bank employees. The study conducted adopting Descriptive design to test the hypotheses “Organizational climate / Job involvement and Job anxiety is negatively related to Job alienation” has arrived at the conclusion that (i) with the increase in the perception of the organizational climate the Job alienation decreases, (ii) the Job involvement and Job alienation are negatively related and (iii) the Job anxiety and Job alienation are in positive relationship. In the study, to ascertain the level of Worker alienation the researcher has adopted an index type of scale constructed based upon the model developed by Hathway and Mckinley and later adopted by Vendal (1981), Sekar (1989) in their respective studies. The scale thus constructed consisted of twenty self-descriptive statements reflecting alienation (four each on the five dimensions of worker alienation) to be endorsed by the respondents either as “True” or “False.” Each affirmative answer was given one score value. The maximum probable was 20. Higher the score higher was the alienation level.

The Department of Education, University of Madras (1990) has undertaken a research to study the influence of the leadership style of the headmasters / headmistress on teachers’ alienation. In this study the teacher alienation was assessed through a questionnaire (Teacher Job Attitude Questionnaire - TJAQ) constructed exclusively for this purpose encompassing all the five dimensions of alienation (Powerlessness, Job Isolation, Meaninglessness, Normlessness, and self-estrangement.) The TJAQ consisted of 60 items in all and each dimension was assessed with 12 questions. The target population for the study was drawn from 48 High / Higher secondary schools situated in Thanjavur district of Tamil Nadu state.
during 1989-90 school year. From each school the heads of schools and the first five senior teachers were drawn as sample. They were asked to describe the leadership styles with the help of Leadership Behavior Description Questionnaire (IBDQ) developed by Halpin. Thereupon the teachers were alone requested to fill in the Teachers’ Job Attitude Questionnaire pertaining to their job alienation. The study results indicated that the alienation among teachers is influenced by several organizational variables such as participation in decision making process, organizational hierarchy of authority, degree of job codification, the rigidity with which the rules are enforced and the teachers’ belief in an administrators’ willingness to consider teachers’ view

Chandramohan Reddy and Udhaya Kumar (1998) have undertaken a research to ascertain whether the deferential workers are alienated or not. To carry out their study they have hypothesized that deference is negatively associated with alienation on its five modalities as classified by Seeman. As regards measuring deference and alienation, the researchers developed a tool adopting the statements used by previous studies. However, to ascertain whether or not a particular statement included in the tool rightly referred to the concerned concept, they have subjected the statements to the judgment of ten experts who were academicians in sociology and psychology, personnel mangers of industrial organizations and experts in social science research laboratories. The statement in the alienation measure that has got an agreement of at least seven out of the ten judges was retained. These statements entailed a five point Likert Type response pattern- Strongly agree, agree, undecided, disagree, and strongly disagree. Thereupon, adopting proportionate sampling method (simple random sampling method) the data were collected from 150 workers employed in a large steel plant employing 1260 workers in Coimbatore. The reason the researchers attributed for selecting the organization was because of the fact that it was the only large scale organization with high technology and bureaucratization that could well manifest the character of alienation. Through the study it has been found that deference is negatively associated with all the modalities of alienation but for Isolation with which it has a positive attitude.
According to Sekar (1989) the studies probing the relationship between work environment and alienation are not well established in Indian work settings. Therefore, he has undertaken the study “on relationship between work environment and work alienation” with the objective of analyzing the relationship between work environment and worker alienation with particular reference to Indian setting. The study was conducted among the workers in two textile mills of Coimbatore. The two textile mills were carefully selected to reflect significant difference in their work environment. From the textile mill No.1 (to be called the controlled unit) 71 respondents and from the textile mill No.2 (to be called the Experimental unit) 52 respondents were selected by adopting the random sampling method. A pre-tested interview schedule, which included questions on personal profile, work environment and work alienation, was administered to elicit the required data. Based upon the responses given by the respondents, on a three-point scale, with regard to various aspects of their work (working hours, shift timings, health and safety measures, conditions of machineries, workload, canteen, rest hours, provision of drinking water, facilities for first aid, supervision, wages, grievance redressal, disciplinary proceedings and incentives) the prevailing work environment was assessed. Like wise, work alienation was measured by administering questions on the factors for alienation, viz., powerlessness, meaninglessness, normlessness, social isolation and self-estrangement. Through this study it has been found that alienation levels of workers differ with respect to the industry and the work environment.

As, in general, observed by other researchers, Balendra Kumar Singh (1988) is also of the opinion that the relationship between work alienation and job involvement has been explored only to a limited extent in Indian work settings. Therefore, he felt the need for undertaking a study in this area. The study he has undertaken was conducted among the employees of a Diesel Locomotive Works at Varanasi. A sample of 200 employees working in various sections of the organization were randomly selected and were covered by the study. For the purpose of this study the researcher on the model of “Alienation Scale” (or A- Scale) developed by Dutt and Kureshi (1976) had constructed a scale for himself. The scale thus constructed measured alienation on the factors despair, disillusionment,
unstructured universe, narcissism and psychological vacuum. Adopting the Likert type scale, the tool was constructed with four alternative responses, namely, always, mostly, sometimes and never. In total, the scale consisted of 21 items in Hindi related to worker alienation. The results of the study indicated that participation is positively and alienation negatively correlated with job involvement. In specific the study indicated that the high alienation groups have lower job involvement scores in all the six areas, namely, intrinsic motivation, attachment to work, fulfillment of organizational demand, commitment for work, internalization of organizational goals and organizational identification.

Ratna Murdia, (1979) in his study on "Task-structure and work alienation in Human Service organizations" says that the human service organizations can be classified on the basis of the technology employed by them to achieve their objectives as Predictable organization* or as Precarious organization.† As regards these two types of organizational technology employed, it is hypothesized that "employees working in predictable human service organizations will display a higher degree of work alienation than those working in precarious human service organizations." In this regard, an interview schedule was designed to collect data from the respondents on their demographic data, their perception about the nature of technology and environment adopted in their employing organizations, as well as the extent of their work alienation. The analysis of the data collected has indicated that the type of technology employed by the human service organization has a significant influence on worker alienation.

The review of the studies discussed above has given to understand the following:

(1) Interest in probing the relationship between work and work alienation is not something new. It has attracted the attention of many a researcher since a long time.

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* Organizations with routine technology may be called predictable organizations. The predictable human service organizations display a bureaucratic organizational structure.

† The organizations with quasi-routine technology may be referred to as precarious organizations. Precarious human service organizations display organic organizational structure.
(2) While some of the researchers were interested in seeking an empirical verification for the theoretical models explaining the relationship between work and work alienation, many others have undertaken studies to verify the influence of specific work organization procedures such as bureaucracy, autonomy, hierarchical arrangement, leadership, supervisory style, work environment etc., on worker alienation.

(3) In this regard, the reviews indicate that the influence of the socio-technical system vis-à-vis the type of production system on worker alienation is not given sufficient attention.

(4) From the practical point of view, such an effort is necessary to improve the quality of workers' life working in such kind of production systems, particularly, of those who are working in manufacturing industries. Hence, the need and justification for the present study.

(5) As regards the tool for measuring alienation is concerned, the review indicated that there is no scale that is applied universally. Depending upon the research requirements the researchers are observed making use of self-constructed scales (mostly based on Seeman's model) either on all the five dimensions of alienation or any one or two particular dimensions. For recording the responses, it is observed that four or five point Likert type of scale is predominantly adopted.

2.2 Review on Leisure studies:
In the preceding part of the review, research studies undertaken with reference to work and work alienation are considered for the present research purpose. In this part, the research studies on leisure and leisure studies are presented.

According to Molitor (2000) "Leisure-time pursuits have been a part of human activity from the very outset and have increased as society progressed through each of the previous eras of economic activity. When agriculture began to develop about 8000 B.C., reduced hunting and gathering efforts freed perhaps 10 percent of lifetime activity for leisure; the productive output of agriculture freed nonfarm workers to pursue other interests. The importance of organized labor cannot be
understated. Between 6000 B.C. and 1500 A.D., craft specialization enabled as much as 17 percent of a lifetime to be devoted for leisure activities. By the 1600s, the machines, mass production, and automation freed humans from still more drudgery, working time decreased, and more free time 18-23 percent of a lifetime opened up for leisure pursuits. By the 1770s, water and wind-powered machinery, including primitive steam engines, got things done quicker and leisure time increased to more than 23 percent of a lifetime. During the 1990s, machines on the job and at home further reduced time required for both chores and work. Automation and mass production lopped off more working hours. Increased speed of producing everything—from processed foods to faster transport—enabled people in post-industrial societies to enjoy 41 percent of their lives in pursuit of other pastimes. Sometime prior to 2015, technological and organizational advances will reduce time at work and in the household. In addition, increased life expectancy and earlier retirement, fewer years devoted to rearing fewer children and so on, will make it possible for more than 50 percent of a lifetime to be devoted to pursuing leisure interests."

The magnitude of leisure time available for the persons of today being such and enormous, several researchers have appropriately undertaken enquires into the nature and kind of activities people undertake during their leisure time. For instance, the effort made by Molitor, Graham T.T. (2000) indicate a lengthy list of leisure activities undertaken by the people given as follows:

Entertainment (Live / recorded), Recreation, Travel and tourism, Hobbies, Sports/games (participate / spectator), Adventure seeking, Theater, Opera, Arts, Drama, Symphony, Music, Hospitality, Bars / taverns, Clubs, Motels / hotels, Bed and breakfast, Moving pictures, Broadcast, Television, Radio, Visiting and socializing family and friends, Listening and watching videos and internet, Gardening, Relaxing/ thinking, Reading / listening / publications, Self-improvement, Adult learning, Info-tainment, Computer surfing, Lounging, Boating, Gambling, Parks and Amusement parks etc.,

Quoting Use of time project undertaken by University of Maryland, (1994) he also further states that today on average individuals get a total of 40.1 hrs of leisure per
week. They spend the time thus available at their disposal on Visiting 15.1 hrs; Talking 4.3; Traveling 3.1; Reading 2.8; Sports / outdoors 2.2; Hobbies 2.2; Adult education 1.9; Thinking and relaxing 1.0; Religion 0.8; Cultural events 0.8; Clubs and organizations 0.7; Radio / recordings 0.3.

Likewise, as regards adults’ participation in selected leisure and sports activities in U.K., Fox and Rickards (2002) observe that 99% adults spend their leisure time watching TV; 88% listening to radio; 83% listening to records and tapes; 65% reading books; 11% singing or playing musical instruments; 11% dancing; 9% painting, art making; 4% writing stories, plays and poetry; 3% helping with running of an arts / cultural event or organization on a voluntary basis; 2% performing plays, drama; 46% Walking; 35% Swimming; 22% Keep fit yoga; 19% Cycling.

Here it is also important to note that, as regards spending leisure time is concerned, Bates (1973) is of the opinion that in the future a much greater amount of time will be spent by the average individual on narcissistic activities such as personal grooming, dress, bathing, plastic surgery, plastic dentistry, health maintenance, physical culture, and ‘cosmetic psychiatry.’

Caught by the wide and varied types of leisure activities undertaken by people, some of the social thinkers and researchers have made attempts to group the types of activities based on different type of criteria such as” involvement in activities “ usefulness of activities” “ participation outcome from the activity,” “service providers,” “social approval or sanction attached to the activities “ and the like.

For instance, Warde and Tampubolon (2002) classify eleven recreational (leisure) activities undertaken fitting into three groups viz.,

1. Leisure activities (e-g: walk / swim/ play sport, watch live sports, go to cinema, go to theatre/ concert, eat out, go out for a drink.)

2. Private household tasks (e-g: work in garden, Do-it-yourself activities.)

3. Associational participation (e-g: attend evening classes, attend local groups, do voluntary work)
Promila Sharma (1990) highlights a three-fold classification of leisure time activities mainly on the basis of the social legitimacy that are associated with the activities viz.,

1. *Socially approved leisure activities* (Reading, movies, sports, going to café, visiting and other such activities)

2. The activities not generally approved of by the society. (Such as dating, smoking, drinking, drug taking and gambling). In other words termed as "Tabooed pleasure" for the sake of convenience.

3. Leisure activities from the service provider point of view - *Institution (College) sponsored leisure*

On the other hand, Quinn (1967: 428-431) says that even though the leisure pursuits are extremely diverse, they can be classified into three groups from the point of view of their usefulness to the participants. They are:

1. Commercial – Non commercial facilities /activities:

   *Commercial*: Privately operated theatres, dance halls, amusement parks, swimming pools, sports spectacles, nightclubs, and rental libraries.

   *Noncommercial*: Amateur athletic leagues, extra curricular school activities, friendly playing card, parties and picnics, vacation touring.

2. Active and Passive recreation:

   *Active recreation*: Direct and active participation as player as in the case of boys playing baseball, couples dancing, or amateurs acting in a play.

   *Passive recreation*: Non-playing spectators, Employment of professional entertainers such as actors, athletes, and professional hosts.

3. Type of activity: *Spontaneous play, organized competitive sports, dramatic productions, and social rendezvous centers.*

The research study undertaken by the Department of Education, University of Madras (1978-1979) indicates two other types of classification of leisure time activities and the values associated with the leisure time activities. In the study, quoting Arthur Jones the leisure activities are classified as (i) Escape activities, (ii) General culture, (iii) Creative activities and (iv) Service activities. Like wise quoting
Lester D. Crew and Alice the second type of classification categorizes leisure activities as (i) Physical activities, (ii) Creative activities and (iii) Amusements. As regards to the values associated with the leisure time pursuits the study makes reference to a set of eight values that are of significance and relevance for the present research study. They are as follows,

i) Physical value (Healthy, vitality and bodily strength).

ii) Intellectual value (Knowledge of life, mental alertness, and intellectual values),

iii) Recreational value (Pleasure, Joy, activity for its own sake),

iv) Ethical value (Right attitudes, high ideals, good conduct),

v) Devotional value (Moral activities),

vi) Economical value (Part-time jobs),

vii) Social values (Social service, adult education)

viii) Aesthetic value (Painting, music, dance)

Whatever the type of leisure activity and the category under which it may fall many researchers have explored and explained the significance of the leisure time and the activities undertaken to human well-being. Some of the sample observations are given below:

According to Fox and Rickards (2002) “taking part in the arts, sport and recreation are perceived to have beneficial social, economic and health impacts.

Sadovnik, Persell, Baumann and Mitchell Jr., (1987) in their study quoting Mitchell Jr. (1987), say that involving in leisure activities (such as, music composing, chess and basketball playing, dancing, surgery, and rock climbing) gives intrinsic reward to the participants.

On the other hand, Wearing and Wearing (2000) say that several leisure theorists starting from Veblen, Goffman, Kelly and Rojek and others have forged links between leisure behavior and self-identity in the contemporary society. Veblen used to refer to this by his famous usage “conspicuous consumption.”
Thus from the foregoing discussion, it can be easily understood that the field of leisure is no less an area of enquiry for social researchers today. According to Coatler (2000), the expanded scope of the leisure studies today encompasses many areas such as labor studies, sports studies, tourism studies, feminist studies, consumer studies, media studies, cultural geography and many more.

Therefore, from the point of view of the present study it becomes necessary to undertake a focused review of studies undertaken in the field of leisure, as well as, in the related fields (both outside and inside India) to confirm with the outcome of such of those studies explaining Work-Leisure relations, Leisure Orientation and participation motives of people, and the benefits arising out of Leisure participation. The details of the review thus undertaken in this regard are as follows:

Melamed and Meir (1995) conducted a study to get an answer to the research question, What type of leisure activities cause or facilitate particular types of benefits, for what type of persons, and why? The study was based on the assumption that, leisure activity choices, like vocational choices, are an expression of the individual’s personality. Thereby the study was designed to explore the generalization of the beneficial effect of congruent leisure activities to several well-being indicators viz., work satisfaction, self-esteem, burnout, somatic complaints, and anxiety. Further, it was also designed to test, on the one hand the compensatory role of such leisure activities in the face of vocational incongruence and/or skills underutilization, and on the other hand, their possible contribution to persons employed in congruent occupations with the opportunity to utilize their skill. For this purpose, the researchers using Holland’s typology classified the persons into one of the following six occupational personality types: Realistic, Investigative, Artistic, Social, Enterprising, or conventional. Thereupon, the study was conducted among the types of professionals representing the occupational groups viz., engineers and technicians (Realistic); Physicians (Investigative); and Lawyers (Enterprising). With reference to the occupational types the congruent leisure activities were identified as wood carving, home repair, dog training (Realistic type of leisure activities); Reading, farming, gardening, astronomy (Investigative type of
leisure activities); and, Stock market, traveling, wine collecting (Enterprising type of leisure activities). Through the study it has been found that the realistic persons tended to select realistic leisure activities; investigative types tended to select investigative leisure activities and so on. Thereby the findings of the study supported the hypotheses that people tend to select leisure activities congruent with their personality type.

Trembath, Attila Szabó and Baxter have undertaken a study to understand the adults’ physical activity participation motives with a special focus on understanding the possible differences that may occur in relation to the time of the day. For this study a total of 450 adults were covered at council managed leisure centers in Nottingham (UK). Using the Participation Motive Inventory (ref. Gill, Gross and Huddleston, 1983) the respondents were first asked to indicate the most important activity of their consideration from a list of 30-activity checklist provided to them (eg: To get exercise, stay in shape, to be physically fit, to have fun, do something good at.) Besides, calculating the average scores of each of the items, through the factor loading of the PMI the researchers have come to the conclusion that adults have eight participation motives to participate in leisure center activities. They are:

1. Team orientation.
2. Fitness orientation.
3. Achievement orientation.
4. Extrinsic factors.
5. Miscellaneous factors.
6. To avoid boredom.
7. Popularity, and
8. Self-improvement.

Thereby the study made a key contribution to the identification of the principal participation motives in leisure center physical activities. It also disclosed that differences are observed in participation motives in relation to the time of the day – morning and evening.
In another empirical study, Zahariadis, Thessaloniki, Greece and Biddle had explored the relationship between the Children’s goal orientation and motives for participation in physical education and sports. The study was conducted among 412 school children drawn from four secondary schools in the south west of England who volunteered for the study. In the study the students were asked to complete the Participation Motivation Questionnaire containing a 30 item list of possible reasons the children have to participate in sports (ref. PMO; Gill et al, 1983). The questionnaire is in the form of a 5 point Likert scale and the respondents were instructed to answer the stem: “I participate in sports because...” indicating their preferences from 1 (”not at all important”) to 5 (”extremely important”). The analysis done on the data collected using factor analysis with varimax rotation had indicated that children have six participation motives to physical education and sports. They are:

1. Skill / competition motives.
2. Status / Recognition motives.
4. Team atmosphere,
5. Affiliation and Fitness motive.

The above-mentioned two studies focused on the leisure behavior of the people from the point of view of reasons for participation, whereas, the study undertaken by Hawkins, Joanne Peng, Chim-Mou Hsieh and Eklund (1999) approaches it from the point of view of reasons for non-participation (Leisure constraints).

In the study the concept leisure constraint is operationally defined as, “reasons perceived or experienced why an individual is inhibited in or prohibited from leisure – activity participation.” Quoting Crawford and Godbey (1987), the researchers stated that there are three widely accepted categories of constraints: Intra-personal, Interpersonal and Structural. In the study, as regards the three types of constraints, the researchers identified 20 constraint items as given below:

Do not have equipment; Do not know how to do; Someone else makes decision what I do; Do only with friends; Do not have anyone to teach me; Do not have a place to do; , Do not have transportation; Do not have
enough money; Am too tired; Do not have anyone to do with; Afraid of hurting self; Afraid others will make fun; Too busy; Not enough time; Afraid of making a mistake; Am too old; Family / friends would not approve; would not be good at; Feel guilty or bad; Am too sick.

For the purpose of carrying out the study, it was hypothesized that participation in new leisure activities was more likely to be constrained by all the three categories of constraints and that the pursuit of new leisure activities was not likely for people with mental retardation until interpersonal and structural constraints also were no longer perceived as barriers.

The leisure constraints were assessed using 20 items selected and modified from the work of McGuire (1984), coupled with a review of literature on experienced by persons with mental retardation. The 20 individual –constraint items on the LAI were measured dichotomously either as a constraint or not a constraint.

Thereby the study has come out with the finding that the feeling guilty or bad, perceptions of being too sick, perceptions of being too old, and concerns over approval by friends and family members, not knowing how to do the activity and not having the necessary equipment are the major leisure constraints for leisure participation among adults with mental retardation.

On the other hand, as regard to the leisure behavior and leisure participation of the workers Sussman (1956) says that very little is known about this. However he accounts that most of the blue collar and white-collar workers, if they are living in a new residential areas,’ they predominantly undertake to build their houses. If they are living in old residential area they engage in some or other ‘do-it-yourself’ type of activity. Besides the “do-it-yourself” movement they will be also engaging in tending home gardens or go on trips. They also indulge in providing the childhood to their children or take part in local sports. When not active in sports they are at least sedentary participants in professional sports or immerse themselves in TV watching. Some place emphasis on spending leisure time productively or undertake family oriented activities. Sussman also points out that most of the workers work
hard at their leisure to convince themselves and others that they are having a good
time and that they are doing something constructive for themselves and for their
families and building up social relationships in the community.

Here it is also worth noting that, Havighurst and Feigenbaum (1959) in their
famous and trend setting study known as “The Kansas city Study of Adult Life,”
covering a sample of 234 men and women aged from forty to seventy, explored the
social role performance of the individuals with regard to their leisure behavior. For
this purpose, they used two key concepts of “Life style” and “Leisure style.” These
two concepts were related to major social roles the people play (the role of parent,
spouse, homemaker, worker, citizen, friend, club or association member, and user of
leisure time) with the objective significance of the activities the people undertake
during their leisure time on a set of nineteen variables viz., autonomy or other
direction; creativity; enjoyment; development of talent; instrumentation or
expressiveness; relation of leisure to work; gregariousness or solitude; service or
pleasure; status and prestige; relaxation; ego integration or role diffusion; new
experience or repetition; vitality or apathy; and expansion or constriction of
interests.

Relating the outcome of the observations with one another and to a set of social and
personal variables two broad categories and four general types of life styles
explaining the leisure behavior of the people were generated. They are, Community
centered life style and Home centered life style (Home –centered high; Home-
centered medium; and Home-centered Low)

The study found that the people with community-centered style lay emphasis on the
leisure activities away from home. The individual uses entertainment institutions
such as the theater or the concert or social institutions, country club, Rotary,
Chamber of commerce, Red Cross, as a context for a major part of their activities,
either jointly by the members of a family or individually. On the basis of the
significance ratings, people employing the community-centered style of leisure tend
to be more autonomous, that is, to “choose activity with purpose and regard for its
function in one’s personal life, and engage in activities in which there was some element of novelty. They are more instrumental and more inclined to “play a game or participate in an activity (Philanthropic activity, etc..)” Benefit for society was given quite often as the motive.

In contrast, the study has also found that the people who enjoy the home-centered style of leisure engage mostly in activities around their residence jointly by members of the family. The activities in this category include church outing, a fishing trip, or watching television. Friendship and sociability are cultivated by visits from neighbors rather than through any membership other than in the church or perhaps a fraternal organization. It is also found that the home centered style of leisure was observed strong in Lower-middle and Upper-lower-class individuals.

Compared to the leisure studies one can find outside Indian sub-continent, the review on Indian studies indicates the fact that there are only a limited number of studies were undertaken in the field of leisure and recreation. Even those studies that are undertaken are observed to be limited in their scope and mainly focus on the socio-economic correlates of leisure behavior. In this regard the studies undertaken by Promila Sharma (1990) Gupta and Saini (1979), Jayashree (2001), Gayatri (1986), Lal (2001), Vijayasri (1990) are worth mentioning here.

The review also indicated the fact that the predominant target population for these studies were rural youth, teachers, housewives, retired employees or slum dwellers as their subject for study. On the other hand it was glaringly obvious that studies relating to Industrial leisure / Industrial workers is almost nil. Further, it is noted that most of the studies, except the ones undertaken by Promila Sharma (1990) and Gupta and Saini (1979), all other studies are not exclusive studies on leisure and leisure behavior, rather they focused on leisure as one of the sub-topics for investigation.

Thereby it is understood that the Indian leisure studies have, to a great extent, not sought an explanation on the theoretical linkage between work and leisure, the
reasons for peoples' participation in leisure activities, the relationship between organizational variables and leisure as well as the development of tools for assessing leisure behavior of people (leisure orientation and leisure participation).

Nevertheless, the review of literature undertaken on leisure studies was beneficial for the present study from the point of view of:

1. Arriving at a clear operational definition for ‘Leisure orientation’ and ‘Leisure participation.’
2. Identifying the dimensions of Leisure orientation and Leisure participation.
3. Developing the tools for measuring Leisure orientation and Leisure participation.

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