LIST OF TABLES

<table>
<thead>
<tr>
<th>Table No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CHAPTER – I : Introduction and Significance of the Study

1.3 Existing Large and Medium Industries
(As on 31-3-2008) in Visakhapatnam District and the Selection of Sample 24

1.4 Unions covered for the Study 25

CHAPTER – II : Trade Unions in India - A Profile

2.1 Progress of Trade Unions
(1927-28 to 1947-48) 54

2.2 Progress of Trade Unions after Independence
(during 1947-48 to 1966) 57

2.3 Growth of Trade Unions
(during 1966 to 2002) 58 - 59

2.4 Membership of Central Trade Unions
(As on 4.5.2010) 61

CHAPTER - III : Trade Union Profile of Visakhapatnam District

3.1 Large and Medium Scale Industries in Coastal Andhra
(As on 31-3-2008) 66
CHAPTER – VI : Socio-Economic Backgrounds of Respondents

6.1  Age of the Respondent Members  104
6.2  Marital Status of Members and Leaders  106
6.3  Educational Level of the Respondent Union Members and Leaders  108
6.4  Knowledge of Languages of Respondent Members and Leaders  110
6.5  Religion of Union Members and Leaders  114
6.6  Caste of Union Members and Leaders  115
6.7  Fathers' Occupation of the Respondents  117
6.8  Family Income of the Respondent Members and Leaders  118
6.9  Income Sources of the Respondent Members and Leaders  119
6.10 Distribution of Members and Leaders by Number of Dependents  121
<table>
<thead>
<tr>
<th>Table No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.1</td>
<td>Membership of the Selected Trade Union</td>
<td>125</td>
</tr>
<tr>
<td>7.2</td>
<td>Opinion of the Management Representatives</td>
<td>126</td>
</tr>
<tr>
<td>7.3</td>
<td>Respondent Members Opinion regarding the Nature of Membership</td>
<td>128</td>
</tr>
<tr>
<td>7.4</td>
<td>Length of Membership of Members</td>
<td>130</td>
</tr>
<tr>
<td>7.5</td>
<td>Problems faced by the Effective and Active Members from the Management</td>
<td>133</td>
</tr>
<tr>
<td>7.6</td>
<td>Factors responsible to become a member of union</td>
<td>138</td>
</tr>
<tr>
<td>7.7</td>
<td>Leaders’ responses in motivating the employees to join as members in unions</td>
<td>142</td>
</tr>
<tr>
<td>7.8</td>
<td>Union Members Security in protecting their interest</td>
<td>144</td>
</tr>
<tr>
<td>7.9</td>
<td>Union Protecting the Right of Members</td>
<td>145</td>
</tr>
<tr>
<td>7.10</td>
<td>Collection of members opinions by Leaders</td>
<td>147</td>
</tr>
<tr>
<td>7.11</td>
<td>Leisure Time activities of Members</td>
<td>153</td>
</tr>
<tr>
<td></td>
<td><strong>Chapter: VIII - Finance of Trade Unions</strong></td>
<td></td>
</tr>
<tr>
<td>8.1</td>
<td>Income &amp; Expenditure of Trade Unions</td>
<td>157</td>
</tr>
<tr>
<td>8.2</td>
<td>Income &amp; Expenditure of Federations</td>
<td>159</td>
</tr>
<tr>
<td>8.3</td>
<td>Rate of Membership Subscription per Annum of Unions (during 2004-2008)</td>
<td>161</td>
</tr>
<tr>
<td>8.4</td>
<td>Income &amp; Expenditure of Trade Unions in Visakhapatnam District during 2004-2008</td>
<td>164</td>
</tr>
<tr>
<td>8.5</td>
<td>Assets &amp; Liabilities of Trade Unions in Visakhapatnam District during 2004-2008</td>
<td>167</td>
</tr>
<tr>
<td>8.6</td>
<td>Opinion of the Members &amp; Leaders regarding Financial Position.</td>
<td>170</td>
</tr>
</tbody>
</table>
Table No. | Title | Page No
---|---|---
9.1 | Leadership of Unions during 2004-2008 | 178
9.2 | Status of the Union Leaders | 180
9.3 | Age of the Union Leaders | 181
9.4 | Religion of the Union Leaders | 182
9.5 | Community of the Union Leaders | 183
9.6 | Marital Status of the Union Leaders | 184
9.7 | Languages known by Leaders | 186
9.8 | Educational background of the Leaders | 187
9.9 | Experience of the Leaders as Office Bearers | 189
9.10 | List of Unions covered under the Study | 191
9.11 | Affiliation of Unions | 192
9.12 | List of Leaders who have Membership in Political Parties. | 195
9.13 | Leaders Opinion on Relations and General Factors | 198
9.14 | Aspirations of Union Leaders before becoming Leaders and the level of Management | 200
9.15 | Leaders Opinion on becoming Leaders | 202
9.16 | Opinion of Leaders on different areas in Leading them | 203
9.17 | Strategies of Leaders to Motivate Employees to Join in their Unions | 205
9.18 | Frequency of Shifting of Members from one Union to another | 206
9.19 | Strategies of Leaders in Collective Bargaining | 210
9.20 | Opinion of Leaders on Social Responsibility | 211
9.21 | Expectation of Leaders from the Society | 212
9.22 | Leisure Time Activities of Union Leaders | 213
9.23 | Time Spent by the Union Leaders in carrying Out various Functions of Union | 215
CHAPTER – X : Goals and Achievements

10.1 Opinion of Management Representatives about Grievance Handling by Unions 223
10.2 Methods of Settlement of Industrial Disputes - Responses of Union Members and Leaders 225
10.3 Opinions of the Members regarding Grievance Settlement 228
10.4 Goals of the Unions 230
10.5 Level of Goal Attainment by the Unions 232
10.6 Goals of Leaders and the level of Achievement 234
10.7 Goals of the Members Trade Union 235
10.8 Level of Goal Achievement of Members 236
10.9 Ranks given by the Respondent Members for their Aims achieved 238
10.10 Leader Qualities contributed to Union Success 239
10.11 Reasons for Failure of the Union in Goal Attainment 241
10.12 Welfare Facilities achieved by Unions 242

Hypothesis Tables 293-297
# LIST OF EXHIBITS

<table>
<thead>
<tr>
<th>Exhibit No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>Existing Small Scale Industries in Visakhapatnam District (As on 3-3-2008)</td>
<td>8</td>
</tr>
<tr>
<td>1.2</td>
<td>Existing Large and Medium Industries in Visakhapatnam District (As on 31-3-2008)</td>
<td>11 - 13</td>
</tr>
</tbody>
</table>