<table>
<thead>
<tr>
<th>Table No.</th>
<th>Description</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Statement Showing the Personal Profile of the 92 Employees and the Executives</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Statement Showing Various Departments in which Employees Work</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Distribution of Employees' and Executives' Length of Service</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Distribution of Employees' opinion about their Job Satisfaction</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Distribution of Employees' and Executives' Opinion about Economical Causes related to Industrial Disputes</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Statement Showing the Employees' and Executives' Opinion about the Social Determinants related to Industrial Disputes</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Distribution of Employees' and Executives' Opinion about the Political Determinants related to Industrial Disputes</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Distribution of Employees' and Executives' Opinion about the Legal Determinants related to Industrial Disputes</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Distribution of Employees' and Executives' Opinion about the Technical Determinants related to Industrial Disputes</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Distribution of Employees' and Executives'</td>
<td></td>
</tr>
</tbody>
</table>
Opinion about Organisational Determinants related to Industrial Disputes
11 Distribution of Employees' and Executives' 102
Opinion about Managerial Determinants related to Industrial Disputes
12 Distribution of Employees' and Executives' 102
Opinion about Trade Union related to Industrial Disputes
13 Statement Showing the Attitude of the 104
Management towards the Settlement of the Disputes
14 Distribution of Employees' and Executives' 105
Opinion about the Function of Dispute Settlement Machinery in their Industry
15 Distribution of Employees' and Executives' 106
Satisfaction about the steps taken by the Management to Resolve the Conflict
16 Distribution of Employees' and Executives' 107
Opinion about the Successful Conflict Resolution Techniques
17 Statement Showing the Management-Employees Relationship 108
18 Statement Showing Employees' Participation in Management Decisions 109
19 Distribution of Employees' and Executives' Opinion about Truth in Industry
20 Distribution of Employees' and Executives' Opinion about 'Mutual Trust'
21 Distribution of Employees' and Executives' Opinion about the 'Means and End'
22 Distribution of Employees' and Executives' Opinion about 'Nonviolence'
23 Distribution of Employees' and Executives' Opinion about the Possibility of 'Win Win Approach' (Sarvodaya Approach)
24 Statement Showing the Trusteeship Concept in Industry
25 Distribution of Employees' and Executives' Opinion about Modernization
27 Statement Showing the Employees' and Executives' Opinion on Decentralization of Power
28 Statement Showing the Facilitating Factors which Influence Strike Activity
29 Statement Showing Various Nonviolent Methods used at the Time of Strike
30 Statement Showing the Management's type of action against the Strikers
31 Statement showing the type of Management's Action against Strikers
32 Distribution of Employees' and Executives' Opinion about the Factors for Winning the Strike
33 Distribution of Employees' Opinion about the 124- 
   Reason for the Failure for the Strike 
34 Statement Showing the Management's 125 
   Threatening Action on Employees 
35 Statement Showing the Employees Punished by 126 
   the Management 
36 Statement Showing Attitude of the Management 127 
   towards Giving Punishment 
37 Statement Showing the Nature of Punishment 128 
38 Distribution of Employees' Participation in Trade 128 
   Union Activity 
39 Distribution of Employees' Satisfaction about the 129 
   Function of Trade Union in Conflict Resolution 
40 Distribution of Employees' and Executives' 12.9 
   Opinion about One Union in One Industry 
41 Distribution of Employees' Participation in 130 
   Worker Education Class 
42 Statement Showing Employees' Opinion about: 132 
   the Gandhian Principles Emphasized in Worker 
   Education Classes
### List of Figures

<table>
<thead>
<tr>
<th>Figure No.</th>
<th>Description</th>
<th>Page No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Various departments in which employees work</td>
<td>94 A</td>
</tr>
<tr>
<td>2</td>
<td>Employees' and executives' opinion about the political determinants related to industrial disputes</td>
<td>98 A</td>
</tr>
<tr>
<td>3</td>
<td>Employees' and executives' opinion about the legal determinants related to industrial disputes</td>
<td>99 A</td>
</tr>
</tbody>
</table>