Motivation to work has been considered one of the critical areas in industrial and organizational psychology. Why people work? why some people put effort in their work and some do not? why some people put more effort in their work than others? why some people persist longer in expending effort than others? - are the questions asked frequently in the world of work. Motivation to work has the potential to answer all such questions.

Many theories have been put forward to explain the phenomenon of motivation. These theories have been dichotomized into two broad categories i.e., process theories and content theories. Early process theories are known as mechanistic process theories whereas contemporary process theories are known as cognitive process theories.

Major content theories of motivation are Maslow's Need-hierarchy theory, Murray's Need-press theory, Herzberg's Two-factor theory and major process theories are Expectancy-valence theory, Equity theory, Achievement motivation theory, and Attribution theory.

Process theories first try to define the major variables which are necessary for explaining choice, effort and persistence and then attempt to understand the process of interaction between the various variables which in turn generate motiva-
Content theories on the other hand are more concerned to specify the substantive identity of the variables that influence behaviour and have less concern with the process of interaction of variables.

Attribution theory of motivation which is the topic of present study is one among the cognitive process theories. It considers man as a thinking entity and goes on to explain the interaction between various psychological processes in order to understand the phenomenon of motivation. The underlying notion of this theory is that people attribute their performance to various causal factors as an explanation for their performance.

Attribution theory supplements expectancy valence (VIE) theory which is one of the major cognitive process theory, in a way that it tries to explain the antecedents of "expectancy" (subjective probability of the person that effort on his part will lead to better performance) aspect of expectancy-valence theory and also tries to understand what happens to the behaviour (i.e., effort) over a period of time, as in an organizational setting a person's level of performance is influenced by many factors besides the "effort" expended by him, not only that but the history of successes and failures experienced by him also plays an important role in determining his future level of effort.
Attribution theory has been studied in various contexts, but mainly in achievement behaviour in educational context. Although the relevance of the Weiner's model of causal attribution to theories of work motivation has been noted but the model has never been tested within an organizational setting. Attribution theory has been also applied in learned helplessness context and in educational context and it has been found that attribution change affects performance, motivation and persistence. The present study is an attempt to employ attribution theory in the context of the weavers' on-the-job performance.

The thesis is organized into five broad chapters. Chapter I is about the general introduction regarding the concept of motivation - how it has emerged, and has been defined, and what are the major theories of motivation. The chapter also includes the background to the study, in which emergence and development of the attribution theory has been detailed.

Chapter II provides literature search in which studies on attribution theory has been surveyed which have relevance for the present study and have contributed to the hypotheses for the present study. Finally, the justification of choice of the attribution theory in the specific context has been offered and main objectives and hypotheses of the present study are stated.
Chapter III is a description of the methodology for two separate studies which includes the sample, its demographic characteristics, development of attribution measure along with justification, development of on-the-job performance measure and procedure.

Chapter IV deals with data analysis with respect to objectives and hypotheses of the study and obtained results.

Chapter V discusses the main issues of the study with respect to findings obtained. The issues are discussed in the light of several theories and reported studies along with the implications. Strengths and limitations of the study are also noted. Finally conclusions drawn from the present findings and suggestions for the further studies are provided.

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