PREFACE

It is with great pride and pleasure that I present my thesis on "The Dynamics of Absenteeism and Job-Satisfaction: A Case Study of Industries in Vadodara District". I am sure that this thesis will go a long way in achieving its objective and would place an appreciation of my hard work. I thank the entire team that has helped me to fulfill my work with new results and findings that will help workers, management and the government to take positive steps in improving the present industrial relations, misunderstanding and conflicts and bridging the distance between workers and management for achieving increased regularity on the job and job satisfaction.

The rationale for this study on Absenteeism and Job Satisfaction among workers of Vadodara District is the humungous growth and expansion of large number of industries in and around Vadodara city. The city itself is highly connected to the rest of the country by rail and air routes. Rail links to all metropolitan and big cities attract lot of migrant workers. The city is provided with important Government offices like Sub-Regional Office of Provident Fund Commissioner and Employees State Insurance Scheme, Regional Office of Labour Commissioner, G.E.B. Head Office etc. The availability of educational institutions like The Maharaja Sayajirao University and various private colleges and institutions fulfill the need of technical and professional education of workers. The Government has systematically planned industrial belts and encouraged entrepreneurs to set up their industries within these belts. These industrial belts are called Gujarat Industrial Development Corporations (G.I.D.C.) viz. Makarpura G.I.D.C., Por G.I.D.C., Halol G.I.D.C., Waghoria G.I.D.C., Nandesari G.I.D.C., and Padra G.I.D.C. A number of facilities are extended to encourage industrialization of the city by providing basic necessary infrastructure.

The industries in and around Vadodara vary in terms of size and technology. Tiny and SSI units co-exist with large corporations like I.P.C.L., G.S.F.C., G.N.F.C. and a few MNCs like General Motors and L. K. Pace. The presence of all these industries has resulted in a vibrant industrial and cosmopolitan culture in the city.
This, in totality, shows its impact on workers' education, multi-skilling, efficiency, carrier orientation, higher standard of living and also increasing demand for regularity and higher job satisfaction.

As such, the findings of this thesis may prove to be useful to academicians, entrepreneurs and workers alike. I take this opportunity to dedicate this small piece of work to the industrial workers and managements of the industries in Vadodara district.

Thank you,

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MAY 2003