<table>
<thead>
<tr>
<th>Figure No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Graphic presentation of Questionnaire distributed and received from Subordinate Staff</td>
<td>42</td>
</tr>
<tr>
<td>3.2</td>
<td>Graphic presentation of Questionnaire distributed and received from Subordinate Staff</td>
<td>44</td>
</tr>
<tr>
<td>3.3</td>
<td>Pie Chart indicating Designation-wise break-up of responses</td>
<td>45</td>
</tr>
<tr>
<td>3.4</td>
<td>Bar chart indicating Institution-Wise break-up of responses</td>
<td>46</td>
</tr>
<tr>
<td>4.1</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for lack of work culture</td>
<td>56</td>
</tr>
<tr>
<td>4.2</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for lack of competence and skill</td>
<td>56</td>
</tr>
<tr>
<td>4.3</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for lack of aptitude for professional work</td>
<td>57</td>
</tr>
<tr>
<td>4.4</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df=4, for don't possess required qualifications</td>
<td>57</td>
</tr>
<tr>
<td>4.5</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, Lack of infrastructure facilities</td>
<td>58</td>
</tr>
<tr>
<td>4.6</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for lack of interest in job</td>
<td>58</td>
</tr>
<tr>
<td>4.7</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for lack of training facilities</td>
<td>59</td>
</tr>
<tr>
<td>4.8</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for lack of team spirit</td>
<td>59</td>
</tr>
<tr>
<td>4.9</td>
<td>Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for lack of motivation</td>
<td>60</td>
</tr>
<tr>
<td>4.10</td>
<td>Location of the calculated value of $\chi^2_{10}$ related to the expected distribution of $\chi^2_{10}$ df = 4, for stagnation in same scale</td>
<td>64</td>
</tr>
<tr>
<td>4.11</td>
<td>Location of the calculated value of $\chi^2_{9}$ related to the expected distribution of $\chi^2_{9}$ df = 4, for low salary</td>
<td>64</td>
</tr>
<tr>
<td>4.12</td>
<td>Location of the calculated value of $\chi^2_{13}$ related to the expected distribution of $\chi^2_{13}$ df = 4, for domestic responsibilities</td>
<td>65</td>
</tr>
<tr>
<td>4.13</td>
<td>Location of the calculated value of $\chi^2_{3}$ related to the expected distribution of $\chi^2_{3}$, df = 4, for non-cooperation from junior</td>
<td>65</td>
</tr>
<tr>
<td>4.14</td>
<td>Location of the calculated value of $\chi^2_{4}$ related to the expected distribution of $\chi^2_{4}$ df = 4, for lack of motivation for good work</td>
<td>66</td>
</tr>
<tr>
<td>4.15</td>
<td>Location of the calculated value of $\chi^2_{8}$ related to the expected distribution of $\chi^2_{8}$ df = 4, for disliking for the present job</td>
<td>67</td>
</tr>
</tbody>
</table>
Location of the calculated value of $\chi^2_7$ related to the expected distribution of $\chi^2$ df = 4, for lack of required facilities to work

Location of the calculated value of $\chi^2_{12}$ related to the expected distribution of $\chi^2_{12}$ df = 4, for lack of adequate expertise required for the job

Location of the calculated value of $\chi^2_5$ related to the expected distribution of $\chi^2_5$, df = 4, for lack of freedom to work

Location of the calculated value of $\chi^2_{12}$ related to the expected distribution of $\chi^2_{12}$ df = 4, for non-cooperation from senior

Location of the calculated value of $\chi^2_{11}$ related to the expected distribution of $\chi^2_{11}$ df = 4, for lack of work culture in the organization

Location of the calculated value of $\chi^2_1$ related to the expected distribution of $\chi^2_1$, df = 4, for lack of guidance

Location of the calculated value of $\chi^2_{26}$ related to the expected distribution of $\chi^2_{26}$ df = 4, for lack of training facilities

Pie chart indicating extent of satisfaction from present job

Pie Chart indicating level of satisfaction from individual performance

Bar chart showing frequency of supervision

Pie chart indicating supervision by Chief Librarian

Bar chart indicating frequency of assigning of targets

Bar Chart indicating Independent Environment

Pie Chart indicating Effectiveness of present system of Evaluation

Bar chart indicating Association of performance with ACR

Location of the calculated value of $\chi^2$ related to the expected distribution of $\chi^2$ df = 4, for performance associated with ACR