A worker's output is a critical factor in contributing to National Development. The greater the quality and quantity of output, the better would be the contribution to gross products in the country. Hence one way of assessing a country's progress is through its productivity.

India is a developing country, in the grip of industrialization. Due to a short fall of studies that are related to the individual's work-output in an Indian context, that would assess the role of some factors individually and collectively, a need was felt to assess the same. It is in this context that a study was planned with the following objectives:

1. To assess the quality and quantity of worker's output in small scale and medium scale units in public sector and private sector undertakings.

2. To examine the individual and combined contribution of certain relevant variables (cooperation, work involvement, organizational climate, achievement motivation and adjustment) to the worker's output in these two types of undertakings.

In the realization of the foregoing objectives, the following hypotheses were framed.
1. The quality and quantity of work-output of a worker in a public sector undertaking is different from that of a worker in a private sector undertaking.

2. There is a significant difference in the quality and quantity of individual work-output between younger and older workers.

3. The pattern of contribution of certain variables (namely, cooperation, work involvement, organizational climate, achievement motivation and adjustment) vary with the type of undertaking (Public sector or private sector).

4. The pattern of contribution of these variables to work output in the younger group differs from the pattern in the older group.

The sample consisted of 360 men of two different age groups (20-39, 40-59 years) from public sector and private sector undertakings, small scale and medium scale industries. The work-output was assessed with regard to quantity of work and quality of work, (dependent variables) Multivariate analysis (step-wise) was carried out to assess the contribution of independent variables to work-output. The results of the study led to the following conclusions.
Conclusions.

1. The total work-output was better in older workers (40-59) than younger workers (20-39).

2. Quantity of work-output was more in 30-39 years group than 40-49 years group.

3. Quality of work-output differed significantly between younger workers and older workers. 
   Quality of work was better in the older age group.

4. Cooperation among workers enhanced productivity, in both public and private sector undertakings.

5. Organizational climate and work involvement contributes at a significant level to work-output in public sector undertakings.

6. Health adjustment and age of the worker contributed more to work-output in private sector undertakings.

7. Cooperation and organizational climate contributed more to the work-output of younger workers (20-39) than older workers in public sector undertakings.

8. Work involvement, organizational climate, occupational adjustment, emotional adjustment and age of the worker contributed to the work output of older workers (40-59) in varying degrees.
9  Cooperation contributed substantially to work-output of both younger and older workers.

10  Cooperation among workers enhances productivity in both small scale and medium scale industries.