LIST OF TABLES

Table 1.8.1 : Research Hypothesis
Table 1.9.1 : Variables of the Study
Table 2.3.1 : Size-wise Statistics of the Pharmaceutical Sector of Aurangabad Region
Table 2.3.2 : Sample Size Stratified by Firm Characteristics
Table 2.3.3 : Response Rate Statistics
Table 2.3.4 : Percentile Statistics of the Research Sample
Table 2.4.1 : Number of Scales Utilized for Research Study
Table 2.5.1 : Section wise Representation of Questionnaires
Table 2.7.1 : Hypothetical Relationship to be Tested (H1)
Table 2.7.2 : Hypothetical Relationship to be Tested (H2)
Table 2.7.3 : Hypothetical Relationship to be Tested (H3)
Table 2.7.4 : Hypothetical Relationship to be Tested (H4)
Table 2.7.5 : Reliability of the Research Instruments Used
Table 2.7.6 : Model Fit Criteria and Acceptable Fit Interpretation
Table 3.2.1 : Quality of Work Life Model Proposed by Walton
Table 3.2.2 : Broad View of Dimension and Factors of Quality of Work Life
Table 3.5.1 : Costs of Occupational Accidents and Ill-Health
Table 3.9.1 : Several Categories of Expenses by Cascio
Table 3.9.2 : Determinants for Voluntary Turnover Subdivided into Categories
Table 3.9.3 : Bipartisan Expectations
Table 4.2.1 : Export of Drugs and Pharmaceuticals by Indian Pharma Companies
Table 4.2.2 : Top 10 Destinations of Indian Pharma Products
Table 5.1.1 : Development of Industrial Areas in Aurangabad city
Table 5.1.2 : The Industrial Area wise Position of Tiny and Small Scale Industry
Table 5.2.1 : Product List of Fortune Pharma Pvt. Ltd.
Table 5.2.2 : Product List of Sky Biotech
Table 5.2.3 : Product List of Lotus Surgical
Table 6.2.1 : Socio-demographic Characteristics of the Sample
Table 6.3.1 : Descriptive Analysis of Job Satisfaction Survey (JSS) Items
Table 6.3.2 : Goodness-of-Fit Results of First-Order 36-Indicators CFA Model of Job Satisfaction
Table 6.3.3: Goodness-of-Fit Results of modified First-Order 30-Indicators CFA Model of Job Satisfaction

Table 6.3.4: Goodness-of-Fit Results of Second-Order 30-Indicators CFA Model of Job Satisfaction

Table 6.3.5: Goodness-of-Fit Results of Modified Second-Order 29-Indicators CFA Model of Job Satisfaction

Table 6.3.6: Reliability and Validity Index of the Job Satisfaction Survey (JSS)

Table 6.4.1: Descriptive Analysis of Three-Component Model (TCM) Employee Commitment Survey Items

Table 6.4.2: Goodness-of-Fit Results of First-Order 18-Indicators CFA Model of Organizational Commitment

Table 6.4.3: Goodness-of-Fit Results of Modified First-Order 14-Indicators CFA Model of Organizational Commitment

Table 6.4.4: Goodness-of-Fit Results of Modified Second-Order 14-Indicators CFA Model of Organizational Commitment

Table 6.4.5: Reliability and Validity Index of the Three-Component Model (TCM) Employee Commitment Survey

Table 6.5.1: Descriptive Analysis of Turnover Questionnaire Items

Table 6.5.2: Goodness-of-Fit Results of 4-Indicators CFA Model of Turnover Intention

Table 6.5.3: Reliability and Validity Index Turnover Intention Questionnaire

Table 6.6.1: Descriptive Analysis of Compensation Structure Questionnaire Items

Table 6.6.2: Goodness-of-Fit Results of 24-Indicators CFA Model of Compensation Structure

Table 6.6.3: Reliability and Validity Index of the Compensation Structure Questionnaire

Table 6.6.4: Goodness-of-Fit Results of CFA Model of Adequate & Fair Compensation, Job Satisfaction, Organizational Commitment, and Turnover Intention

Table 6.6.5: Goodness-of-Fit Results of Modified Model of Adequate & Fair Compensation, Job Satisfaction, Organizational Commitment, and Turnover Intention

Table 6.6.6: Regression Weights of Model of Adequate & Fair Compensation, Job Satisfaction, Organizational Commitment, and Turnover Intention
Table 6.6.7 : Hypotheses and Results 227
Table 6.7.1 : Descriptive Analysis of Employee Involvement Survey Items 228
Table 6.7.2 : Goodness-of-Fit Results of First-Order 15-Indicators CFA Model of Employee Involvement 229
Table 6.7.3 : Goodness-of-Fit Results of Second-Order 15-Indicators CFA Model of Employee Involvement 231
Table 6.7.4 : Reliability and Validity Index of the Employee Involvement Questionnaire 232
Table 6.7.5 : Goodness-of-Fit Results of CFA Model of Employee Involvement, Job Satisfaction, Organizational Commitment, and Turnover Intention 234
Table 6.7.6 : Goodness-of-Fit Results of Model of Employee Involvement, Job Satisfaction, Organizational Commitment, and Turnover Intention 236
Table 6.7.7 : Regression Weights of Model of Employee Involvement, Job Satisfaction, Organizational Commitment, and Turnover Intention 236
Table 6.7.8 : Hypotheses and Results 237
Table 6.8.1 : Descriptive Analysis of Safe & Healthy Working Environment Questionnaire 238
Table 6.8.2 : Goodness-of-Fit Results of First-Order 32-Indicators CFA Model of Safe & Healthy Working Environment 241
Table 6.8.3 : Goodness-of-Fit Results of modified First-Order 23-Indicators CFA Model of Safe & Healthy Working Environment 242
Table 6.8.4 : Goodness-of-Fit Results of Second-Order 23-Indicators CFA Model of Safe & Healthy Working Environment 244
Table 6.8.5 : Reliability and Validity Index of the Safe & Healthy Working Environment Questionnaire 245
Table 6.8.6 : Goodness-of-Fit Results of CFA Model of Safe & Healthy Working Environment, Job Satisfaction, Organizational Commitment, and Turnover Intention 247
Table 6.8.7 : Regression Weights of Model of Learning & Development, Job Satisfaction, Organizational Commitment and Turnover Intention 247
Table 6.8.8 : Hypotheses and Results 248
Table 6.9.1 : Descriptive Analysis of DLOQ Items 249
Table 6.9.2 : Goodness-of-Fit Results of First-Order 35-Indicators CFA
Table 6.9.3: Goodness-of-Fit Results of modified First-Order 30-Indicators CFA Model Learning & Development

Table 6.9.4: Goodness-of-Fit Results of modified Second-Order 29-Indicators CFA Model Learning & Development

Table 6.9.5: Reliability and Validity Index of the Learning & Development Questionnaire

Table 6.9.6: Goodness-of-Fit Results of CFA Model of Learning & Development, Job Satisfaction, Organizational Commitment, and Turnover Intention

Table 6.9.7: Goodness-of-Fit Results of Model of Learning & Development, Job Satisfaction, Organizational Commitment, and Turnover Intention

Table 6.9.8: Regression Weights of Model of Learning & Development, Job Satisfaction, Organizational Commitment, and Turnover Intention

Table 6.9.9: Hypotheses and Results