LIST OF TABLES

Sl. No.	Title	Page No.
2.01	Managerial Level Personnel in Nandi Group of Companies	48
2.02	Operational Level Personnel in Nandi Group of Companies	48
2.03	Age-Wise Distribution of the Respondents	55
2.04	Gender-Wise Distribution of the Respondents	55
2.05	Education-Wise Distribution of the Respondents	56
2.06	Experience-Wise Distribution of the Respondents	57
3.01	Age-Wise Responses to the Statement "I Take Steps to Prevent Problems with Other Workers"	60
3.02	Age-Wise Responses to the Statement "I Am Concerned With the Effects of My Actions or Decisions on Others"	62
3.03	Age-Wise Responses to the Statement "I Help Others Who Have Been Absent"	64
3.04	Age-Wise Responses to the statement "I Willingly Give My Time to Help Others with Work-Related Problems"	66
3.05	Age-Wise Responses to the statement "I Help Others Who Have Heavy Workloads"	68
3.06	Age-Wise Responses to the Statement "I Help Others with Demanding Work Assignments"	70
3.07	Age-Wise Responses to all the Statements on Altruism	72
3.08	Age-Wise and Altruism Statement-Wise Weighted Average Scores	74
3.09	Gender-Wise Responses to the Statement "I Take Steps to Prevent Problems with Other Workers"	76
3.10	Gender-Wise Responses to the Statement "I Am Concerned With the Effects of My Actions or Decisions on Others"	77
3.11	Gender-Wise Responses to the Statement "I Help Others who have been Absent"	79
3.12	Gender-Wise Responses to the Statement "I Willingly Give My Time to Help Others with Work-Related Problems"	80
3.13	Gender-Wise Responses to the statement "I Help Others Who Have Heavy Workloads"	82
3.14	Gender-Wise Responses to the Statement "I Help Others with Demanding Work Assignments"	83

Sl. No.	Title	Page No.
3.15	Gender-wise Responses to the all the Statements on Altruism	84
3.16	Gender-Wise and Altruism Statement-Wise Weighted Average Scores	87
3.17	Qualification-Wise Responses to the statement "I Take Steps to Prevent Problems with Other Workers"	88
3.18	Qualification-Wise Responses to the statement "I Am Concerned with the Effects of My Actions or Decisions on Others"	91
3.19	Qualification-Wise Responses to the statement "I Help others who have been Absent"	93
3.20	Qualification-Wise Responses to the statement "I Willingly Give My Time to Help Others with Work-Related Problems"	96
3.21	Qualification-Wise Responses to the statement "I Help Others Who Have Heavy Workloads"	99
3.22	Qualification-Wise Responses to the statement "I Help Others with Demanding Work Assignments"	101
3.23	Qualification-Wise Responses to all the Statements on Altruism	104
3.24	Qualification-Wise and Altruism Statement-Wise Weighted Average Scores	107
3.25	Experience-Wise Responses to the statement "I Take Steps to Prevent Problems with Other Workers"	109
3.26	Experience-Wise Responses to the statement "I am Concerned with the Effects of My Actions or Decisions on Others"	111
3.27	Experience-Wise Responses to the statement "I help others who have been absent"	114
3.28	Experience-Wise Responses to the statement "I Willingly Give My Time to Help Others with Work-Related Problems"	116
3.29	Experience-Wise Responses to the statement "I Help Others Who Have Heavy Workloads"	119
3.30	Experience-Wise Responses to the statement "I Help Others with Demanding Work Assignments"	122
3.31	Experience-Wise Responses to all the Statements on Altruism	124
3.32	Experience-Wise and Altruism Statement-Wise Weighted Average Scores	127
4.01	Age-Wise Responses to the statement "I Obey Organization Rules, Regulations and Procedures even when no One is Watching"	132

Sl. No.	Title	Page No.
4.02	Age-Wise Responses to the Statement "I Never Take Long Lunches"	134
4.03	Age-Wise Responses to the statement "I Do Not Take Extra Breaks"	136
4.04	Age-Wise Responses to the Statement "I Consume A Lot of Time Complaining about Trivial Matters"	138
4.05	Age-Wise Responses to all the Statements on Conscientiousness	140
4.06	Age-Wise and Conscientiousness Statement-Wise Weighted Average Scores	142
4.07	Gender-Wise Responses to the statement "I Obey Organization Rules, Regulations and Procedures Even When No One Is Watching"	143
4.08	Gender-Wise Responses to the Statement "I Never Take Long Lunches"	145
4.09	Gender-Wise Responses to the Statement "I Do Not Take Extra Breaks"	146
4.10	Gender-Wise Responses to the Statement "I Consume a Lot of Time Complaining about Trivial Matters"	148
4.11	Gender-Wise Responses to all the Statements on Conscientiousness	149
4.12	Gender-Wise and Conscientiousness Statement-Wise Weighted Average Scores	151
4.13	Qualification-Wise Responses to the statement "I Obey Organization Rules, Regulations and Procedures Even When No One Is Watching"	152
4.14	Qualification-Wise Responses to the Statement "I Never Take Long Lunches"	155
4.15	Qualification-Wise Responses to the Statement "I Do Not Take Extra Breaks"	157
4.16	Qualification-Wise Responses to the Statement "I Consume a Lot of Time Complaining About Trivial Matters"	160
4.17	Qualification-Wise Responses to all the Statements on Conscientiousness	163
4.18	Qualification-Wise and Conscientiousness Statement-Wise Weighted Average Scores	166
4.19	Experience-Wise Responses to the Statement "I Obey Organization Rules, Regulations and Procedures Even When No One Is Watching"	167
4.20	Experience-Wise Responses to the Statement "I Never Take Long Lunches"	170
4.21	Experience-Wise Responses to the Statement "I Do Not Take Extra Breaks"	173
4.22	Experience-Wise Responses to the Statement "I Consume a Lot of Time Complaining about Trivial Matters"	175
4.23	Experience-Wise Responses to all the Statements on Conscientiousness	178

Sl. No.	Title	Page No.
4.24	Experience-Wise and Conscientiousness Statement-Wise Weighted Average Scores	181
5.01	Age-Wise Responses to the statement "I do not Abuse the Rights of Others"	185
5.02	Age-Wise Responses to the Statement "I Always Leave my Work Place Early Without any Good Reason"	187
5.03	Age-Wise Responses to the Statement "I Put in Less Effort than Other Members of the Work Group"	189
5.04	Age-Wise Responses to the Statement "I am Always Punctual at Work"	191
5.05	Age-Wise Responses to the Statement "I Always Find Faults with What the Organization is doing"	193
5.06	Age-Wise Responses to all the Statements on Sportsmanship	195
5.07	Age-Wise and Sportsmanship Statement-Wise Weighted Average Scores	197
5.08	Gender-Wise Responses to the Statement "I do not Abuse the Rights of Others"	198
5.09	Gender-Wise Responses to the Statement "I Always Leave My Work Place Early Without any Good Reason"	200
5.10	Gender-Wise Responses to the Statement "I Put In Less Effort than Other Members of the Work Group"	201
5.11	Gender-Wise Responses to the Statement "I am Always Punctual at Work"	203
5.12	Gender-Wise Responses to the Statement "I Always Find Faults with What the Organization is doing"	204
5.13	Gender-Wise Responses to All the Statements on Sportsmanship	206
5.14	Gender-Wise and Sportsmanship Statement-Wise Weighted Average Scores	207
5.15	Qualification-Wise Responses to the Statement "I do not Abuse the Rights of Others"	209
5.16	Qualification-Wise Responses to the Statement "I Always Leave My Work Place Early Without any Good Reason"	211
5.17	Qualification-Wise Responses to the Statement "I Put In Less Effort than Other Members of the Work Group"	214
5.18	Qualification-Wise Responses to the Statement "I am Always Punctual at Work"	216
5.19	Qualification-Wise Responses to the Statement "I Always Find Faults with What the Organization is doing"	219

Sl. No.	Title	Page No.
5.20	Qualification-Wise Responses to all the Statements on Sportsmanship	222
5.21	Education-Wise and Sportsmanship Statement-Wise Weighted Average Scores	225
5.22	Experience-Wise Responses to the Statement "I do not Abuse the Rights of Others"	227
5.23	Experience-Wise Responses to the Statement "I Always Leave My Work Place Early Without any Good Reason"	229
5.24	Experience-Wise Responses to the Statement "I Put in Less Effort than Other Members of the Work Group"	232
5.25	Experience-Wise Responses to the Statement "I Am Always Punctual at Work"	235
5.26	Experience-Wise Responses to the Statement "I Always Find Faults with What the Organization is Doing"	237
5.27	Experience-Wise Responses to all the Statements on Sportsmanship	240
5.28	Experience-Wise and Sportsmanship Statement-Wise Weighted Average Scores	243
6.01	Age-Wise Responses to the Statement "I Inform My Supervisor before Taking any Important Actions"	247
6.02	Age-Wise Responses to the Statement "I am always willing to cooperate with others to get a Job Done"	249
6.03	Age-Wise Responses to the Statement "I Seldom Provide Constructive Ideas or Suggestions for the Benefit of the Organization"	251
6.04	Age-Wise Responses to the Statement "I Seldom Give Advance Notice when Unable to Come to Work"	253
6.05	Age-Wise Responses to the Statement "I Tend to Make a "Mountain Out of Molehills"	255
6.06	Age-Wise Responses to all the Statements on Courtesy	256
6.07	Age-Wise and Courtesy Statement-Wise Weighted Average Scores	259
6.08	Gender-Wise Responses to the Statement "I Inform My Supervisor before Taking My Important Actions"	260
6.09	Gender-Wise Responses to the Statement" I am Always Willing to Cooperate with Others to Get a Job Done"	262
6.10	Gender-Wise Responses to the Statement "I Seldom Provide Constructive Ideas or Suggestions for the Benefit of the Organization"	263

SI. No.	Title	Page No.
6.11	Gender-Wise Responses to the Statement "I Seldom Give Advance Notice when Unable to Come to Work"	265
6.12	Gender-Wise Responses to the Statement "I Tend to Make a 'Mountain Out of Molehills"	266
6.13	Gender-Wise Responses to all the Statements on Courtesy	268
6.14	Gender-Wise Courtesy Statement-Wise Weighted Average Scores	270
6.15	Qualification-Wise Responses to the Statement "I Inform my Supervisor before Taking any Important Actions"	271
6.16	Qualification-Wise Responses to the Statement "I am Always Willing to Cooperate with Others to Get a Job Done"	274
6.17	Qualification-Wise Responses to the Statement "I Seldom Provide Constructive Ideas or Suggestions for the Benefit of the Organization"	276
6.18	Qualification-Wise Responses to the statement "I Seldom Give Advance Notice When Unable to Come to Work"	279
6.19	Qualification-Wise Responses to the Statement "I Tend to Make a "Mountain Out of Molehills"	282
6.20	Qualification-Wise Responses to all the Statements on Courtesy	284
6.21	Qualification-Wise and Courtesy Statement-Wise Weighted Average Scores	287
6.22	Experience-Wise Responses to the Statement "I Inform my Supervisor before Taking any Important Actions"	290
6.23	Experience-Wise Responses to the Statement "I am Always Willing to Cooperate with Others to Get a Job Done"	292
6.24	Experience-Wise Responses to the Statement "I Seldom Provide Constructive Ideas or Suggestions for the Benefit of the Organization"	295
6.25	Experience-Wise Responses to the Statement "I Seldom Give Advance Notice When Unable to Come to Work"	297
6.26	Experience-Wise Responses to the Statement "I Tend to Make a "Mountain Out of Molehills""	300
6.27	Experience-Wise Responses to all the Statements on Courtesy	303
6.28	Experience-Wise and Courtesy Statement-Wise Weighted Average Scores	306
7.01	Age-Wise Responses to the Statement "I Pay Attention to Organizational Memos or Announcements"	311

SI. No.	Title	Page No.
7.02	Age-Wise Responses to the Statement "I Attend Functions that are not required, but that help the Organization's Image"	313
7.03	Age-Wise Responses to the Statement "I Attend and Participate in Formal and Informal Organization Meetings"	315
7.04	Age-Wise Responses to the Statement "I Keep Abreast of Changes in the Organization"	317
7.05	Age-Wise Responses to all the Statements on Civic Virtue	318
7.06	Age-Wise and Civic Virtue Statement-Wise Weighted Average Scores	321
7.07	Gender-Wise Responses to the Statement "I Pay Attention to Organizational Memos or Announcements"	322
7.08	Gender-Wise Responses to the Statement "I Attend Functions that are Not Required, But that Help the Organization's Image"	324
7.09	Gender-Wise Responses to the Statement "I Attend and Participate in Formal and Informal Organization Meetings"	325
7.10	Gender-Wise Responses to the Statement "I Keep Abreast of Changes in the Organization	327
7.11	Gender-Wise Responses to all the Statements on Civic Virtue	328
7.12	Gender-Wise and Civic Virtue Statement-Wise Weighted Average Scores	330
7.13	Qualification-Wise Responses to the Statement "I Pay Attention to Organizational Memos or Announcements"	331
7.14	Qualification-Wise Responses to the Statement "I Attend Functions that are not Required, but that Help the Organization's Image"	334
7.15	Qualification-Wise Responses to the Statement "I Attend and Participate in Formal and Informal Organization Meetings"	336
7.16	Qualification-Wise Responses to the Statement "I Keep Abreast of Changes in the Organization"	339
7.17	Qualification-Wise Responses to all the Statements on Civic Virtue	342
7.18	Qualification-Wise and Civic Virtue Statement-Wise Weighted Average Scores	345
7.19	Experience-Wise Responses to the Statement "I Pay Attention to Organizational Memos or Announcements"	346
7.20	Experience-Wise Responses to the Statement "I Attend Functions that are not Required, but that Help the Organization's Image"	349

Sl. No.	Title	Page No.
7.21	Experience-Wise Responses to the Statement "I Attend and Participate in Formal and Informal Organization's Meetings"	352
7.22	Experience-Wise Responses to the Statement "I Keep Abreast of Changes in the Organization"	354
7.23	Experience-Wise Responses to all the Statements on Civic Virtue	357
7.24	Experience-Wise and Civic Virtue Statement-Wise Weighted Average Scores	360
7.25	Correlation with one-to-Other Dimension	362
7.26	Age-Wise Organisation Citizenship Behaviour	363
7.27	Gender-Wise Organisation Citizenship Behaviour	363
7.28	Education-Wise Organisation Citizenship Behaviour	364
7.29	Experience-Wise Organisation Citizenship Behaviour	365