The aim of the present endeavour was to study "Organisational Development as a function of OC and QWL - A comparative study of Hindu-Muslim entrepreneurs". It is witnessed from the history of industrial psychology that psychologists have been doing all their concerted efforts to evolve strategies to motivate people and to make them satisfied at work as motivation combined with anticipated satisfaction is most likely to take organisations toward growth and development. And during the course of smooth organizational development, job motivation and satisfaction are implicitly witnessed. Hence, the present study was undertaken to study the sources of organisation development with reference to entrepreneurs' QWL as well as organisational change.

The entire work leading to the Ph.D. thesis have been presented in the four different chapters. The first chapter of the thesis deals with the history, concepts and available literature pertaining to organisational development (a dependent variable); OC and QWL (independent variables).

Changing economic scenario in this modern age witnesses increasing globalized competitions that have been, indeed, instrumental for the emergence of the term organisational development which is an aggressive strategy of a significant growing organisation. Organisational development (OD) refers to organisational growth in the form of expansion, technology transfer and moving forward in accordance with the pace of development to develop and maintain organisation's survival along with its status in general. Our concept of organizational development here calls for growth and expansion of organisation through the changes in the technology, structure, function and in human resources. Truly speaking, effective
organisational development is one in which both organisation and their individuals (employees) can grow and enjoy such an environment that can be viewed as healthy organisation.

The Chapter I also discusses the relevance of the present study advocating the non-availability of survey of literature which could have discussed organisational development (OD) as a function of either organisational change (OC) or entrepreneurs quality of work life (QWL), hence, there was no option except to formulate null hypotheses that can briefly be described in a single sentence that neither OC nor QWL and their dimensions will significantly influence organisational development and its various facets.

Chapter II incorporates methodological and procedural aspects of the study. The study was conducted on the sample of (N=275) powerloom entrepreneurs consisting of Hindu entrepreneurs (n = 130) and Muslim entrepreneurs (n = 145).

Keeping in view the nature of research, OD scale was developed which consisted of 26 items based on 10 dimensions was used for measuring organisational development. Similarly, organizational change scale (OC scale) consisting of 21 items based on 6 dimensions, and a scale for measuring entrepreneurs' QWL comprising 20-items covering three dimensions were also developed. All these scales were administered to obtain the data and lastly, stepwise multiple regression analysis treatment were given to the data obtained for identifying the predictors of organization development.
In Chapter III, results and their discussion were presented, whereas, in Chapter IV conclusions and suggestions were given. It was found from the findings that entrepreneurs' QWL is a major predictor of OD and moreover, other dimensions of OC and QWL were also found predictors of OD and its various dimensions.

The Chapter IV also incorporates suggestions. It has been suggested that if other independent variables like HRD strategies or organisational culture could have been taken as independent variables for studying organisational development then we could have obtained comparatively better and fruitful results. Moreover, demographic characteristics of the organisation if could have been taken than we could have obtained some interesting findings too.