A STUDY OF ORGANISATIONAL DEVELOPMENT
AS A FUNCTION OF OC AND QWL - A
COMPARATIVE STUDY OF HINDU-MUSLIM
ENTREPRENEURS

ABSTRACT

THESIS

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BY

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The present work on the problem entitled, "A study of Organisational Development as a function of OC and QWL - A comparative study of Hindu-Muslim Entrepreneurs" is quite fascinating because as evident from the survey of literature that similar study has not been ever conducted on the sample of powerloom entrepreneurs specially in Indian context.

The first chapter of the thesis deals with the concepts and available literature pertaining to organisational development (a dependent variable), OC and QWL (independent variables). Changing scenario in this modern age witnesses increasing globalised 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 organisations' survival along with its status in general. The chapter, in the light of the available survey of literature has clearly pointed out that organisational development has not been studied in relation to OC and QWL, therefore, the present endeavour was definitely a novel task for adding some information towards the knowledge in the area of organisational development studies. Because of this fact, it was hypothesized that none of the OC as well as entrepreneurs' QWL dimensions will influence significantly to any dimensions of OD or OD as a whole.

Chapter II incorporates details of the methodological and procedural aspects of the study. The study was conducted on the sample of
powerloom entrepreneurs consisting of Hindu entrepreneurs \((N = 130)\), Muslim entrepreneurs \((N = 145)\) and thus, the total sample size consisted of \(N = 275\) powerloom entrepreneurs.

Keeping in view the nature of research, OD scale was developed by researcher himself which consisted of 26 items based on 10 dimensions was used for measuring organisational development. To measure organisational change (OC), a scale consisting of 21 items based on 6 dimensions, was developed and for measuring entrepreneurs' QWL researcher had also developed the scale that comprised of 20 items covering three dimensions.

For analyzing the influence of independent variables on a dependent one, stepwise multiple regression analysis treatment were given to the data obtained.

In chapter III, results and their discussion 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 dimension of OC and QWL were also found predictors of OD and its various dimension. The results discussed in detail (Chapter III) and conclusions have been drawn from the finding which have been given in Chapter IV. Some suggestion have also been given for future similar endeavours alongwith conclusions.