At the heart of much of the tensions and strife which pervade the industrial relations scene today lies the alienation of the modern worker. Many of his demands and grievances over the so-called substantive issues like wages, job security, welfare etc., are merely vehicles for expression of hostility which is essentially psychological in nature and arises from the said alienation. Since the attainment of political freedom the Indian worker has increased his participation in the democratic process operating all around him. His level of education is progressively rising and he is being more and more conscious to the environment around himself. Consequently the modern worker compared to his counterpart of yesterday has higher expectation and is more aware of his freedom and rights.

This state of affairs calls for attempts to bridge the "gap" between rising expectations of employees and existing institutional mechanisms that tend to frustrate their efforts to realise those expectations. Consequently there arises the need to bring about a change in managerial attitude and practices. Herewith a study has been endeavoured to be made over the role of certain moderator condition in relationship between climate and employee satisfaction. It has been tried in this study to find out the extent to which supportive
climate is likely to be associated with higher job satisfaction.

In order to conduct the study data have been collected from several engineering firms situated around Calcutta. The period of collection of data from the respondents belonging to the selected engineering firms was from September 1998 to November 1999.

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