

S.S.m.7. KRISHNAN NAMBOODIRI, P.N.—Motivation and Expectation Realization of Employees in Selected Industries in the Industrial Belt of Alwaye—1982—Dr. P.N. Narayanan Nair

This study employs a combination of field survey and mathematical correlation of data to measure the motivation and find out precisely what is expected by the employees and actually the extent of realization, that is to say the gap between expectation and realization.

The study shows that the level of expectation and realization of the employees in the select industries are above the motivator zone. In regard to their expectation they are in the closer vicinity of the ideal or innovator zone. In regard to their realization they are in the lower levels of innovator zone or in the upper levels of motivator zone.

The study suggests that the following improvements and reform are warranted:

- i) Proper legislation is essential to effect internal leadership;
- ii) workers participation in management should be implemented by incorporating the actual worker;
- iii) labour department must be freed from political interference and influence; and
- iv) trade unions should have no affiliation and affinity with any political parties.