

**FACTORS RELATED TO NEED SATISFACTION :
FOCUS ON MANAGERS OF PUBLIC AND
PRIVATE SECTORS.**

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requirements of the Degree of
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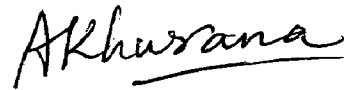
To

Ma and in the memory of
my beloved father

CERTIFICATE

This is to certify that the thesis entitled, "Factors Related to Need Satisfaction : Focus on Managers of Public and Private Sectors" being submitted by Meena Kishore to the Indian Institute of Technology, Delhi for the award of the degree of Doctor of Philosophy, is a record of bonafide research work carried out by her. Meena Kishore has worked under my guidance and supervision and has fulfilled the requirements for the submission of this thesis, which to my knowledge, has reached the requisite standard.

The results contained in this thesis have not been submitted in part or in full, to any other University or Institute for the award of any degree or diploma.



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ABSTRACT

Based upon Kaplan's (1976) neo-teric interpretation of Maslow's (1954) Need Hierarchy theory, the present investigation was carried out to explore the relationship of need satisfaction with certain background, job related and Quality of Work Life - conditions (QWL-C) variables among managers in Delhi, India.

Altogether twenty-seven factors: five of them classified as background, five as job related and five as QWL(C) variables were studied in relation to two measures of need satisfaction such as Work Environment and Management Position.

The sample consisted of four hundred managers (two hundred public sector and two hundred private sector managers) belonging to sixteen organizations. The managers were selected on the basis of simple random sampling method. Data were collected by a set of four questionnaires and analysed using various univariate, bivariate and multivariate statistical techniques.

Altogether nineteen hypotheses were evolved and tested. Three broad groups of variables which examined; (i) the relationship of background variables with need satisfaction measures, (ii) the association of job related variables with need satisfaction measures; (iii) and the relationship between QWL(C) measures and need satisfaction variables.

On the basis of these findings, it was concluded that generally with respect to background; job related and QWL(C) variables the managers were able to satisfy their needs in their work environment. On the other hand, these variables do not generally correlate significantly with need satisfaction in the management position.

A causal model of need satisfaction has been developed and tested. Suggestions for further research were made.

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