

## BIBLIOGRAPHY

- ADAMS, J. STACY, Wage Inequities, Productivity and Work Quality, Industrial Relations, 1963, 3, pp. 9-16.
- ADAMS, J. STACY AND ROSENBAUM, WILLIAM, B., The Relationship of Worker Productivity to Cognitive Dissonance about Wage Inequities, Journal of Applied Psychology, 1962, Vol. 46, No. 3, pp. 161-164.
- APTE, M.D., Wage Fixation and Its Relation to Job Evaluation and Merit Rating (Ph.D. Thesis, Institute of Management Development and Research, Poona, 1968) Reported in 3rd Digest of Indian Labour Research 1968-72.
- ATKINSON, J.W. (Ed.), Motives in Fantasy, Action and Society, Princeton, Van Nostrand, 1958.
- ATKINSON, J.W. and REITMAN, W.R., Performance as a Function of Motive Strength and Expectancy of Goal Attainment, Journal of Abnormal and Social Psychology, 1956, 53, pp. 361-366.
- AVADHANI, V.A., Incomes and Prices Policy, Economic and Political Weekly, December 4th, 1976, pp. 1899-1904.
- AZIZ, ABDUL, An Equitable Wage Policy for India: Some Issues, Indian Journal of Labour Economics, Vol. XXII, No. 3, October 1979, pp. 118-137.

- BELCHER, DAVID, W., Wage and Salary Administration, 2nd Edition, Englewood Cliffs, N.J., Prentice-Hall, 1962.
- BELCHER, DAVID, W., Compensation Administration, New Jersey, Prentice-Hall, 1974, p. 606.
- BERGER, CHRIS, J., and SCHWAB, DONALD, P., Pay Incentives and Pay Satisfaction, Industrial Relations, Vol. 19, No. 2, Spring, 1980, pp. 206-211.
- BHATIA, K.K., Occupational Wage Surveys: A Comparative Analysis, Indian Journal of Industrial Relations, Vol. 9(1), July 1973, pp. 101-119.
- BOHM-BAWEEK EUGEN VON et al., The Austrian Economists, Annals of the American Academy of Political and Social Science, Vol. I, 1891, pp. 361-384.
- BOULDING, KENNETH, E., Economic Analysis, New York, Harper & Row, 1948, p. 203.
- BOURN, C.J., Is Money the Answer to Labour Problems? Personnel Management, March 1972, pp. 16-19.
- BROWN, J.S., The Motivation of Behaviour, New York, McGraw-Hill, 1961.
- CARROLL, S., Jr. and ANDERSON, C.R., The Prediction of Multiple Performance Criteria with Operational Measures of Motivational Concepts, 1979.

- CARTER, A.M., Theory of Wage and Employment, Irvin's Series in Economics, 1960.
- CHARLES, A.W., Theory Y Compensation, Personnel Journal, January 1973, pp. 12-26.
- CLARK, J.B., The Law of Wages and Interest Annals of the American Academy of Political and Social Science, Vol. I, 1890, pp. 43-65.
- CLARK, J.B., The Distribution of Wealth, A Theory of Wages, Interests and Profits, New York, Kelley & Millman, 1956 Inc., pp. 192-204. (Originally published in 1899).
- CLOW, A.G., Indian Factory Legislation - A Historical Survey, Govt. of India, Department of Industry and Labour, 1926, p. 27.
- DAHL, ROBERT, A. in DAHL, ROBERT, A., HAIRE, MASON AND LAZARSPFELD PAUL, F., Social Science Research on Business: Production and Potential, New York, Columbia University Press, 1959, pp. 25-26.
- DAYAL, SAHAB, Wage Policy in India: A Critical Evaluation, Indian Journal of Industrial Relations, Vol. 6, No. 2, October 1970, pp. 149-170.
- DAYAL, SAHAB, Industrial Pay Structure in India: An Analysis, Indian Journal of Industrial Relations, Vol. 10(3), Jan. 1975, pp. 305-324.

- DAYAL, SAHAB, The Development of Modern Wage Concepts and Labour Legislation in India - An Analysis, Indian Journal of Industrial Relations, Vol. 12, No. 2, October 1976, pp. 147-175.
- DEBATS, KARENE, Salary Hikes, Personnel Journal, December 1981, p. 910.
- DHOLAKIA, BAKUL, H., Determinants of Inter-Industry Wage Structure in India, Indian Journal of Industrial Relations, Vol. 11, 1975-76, pp. 445-457.
- DHOLAKIA, BAKUL, H., Wage Structure in Consumer and Capital Goods Industries, Indian Journal of Labour Economics, Vol. XXI, No. 4 (II), January 1978, pp. 1-18.
- DHOLAKIA, JITENDRA, Wage Determination in a Developing Economy, Indian Journal of Labour Economics, Vol. XXIII, No. 4, January 1981, pp. 215-218.
- DOBB, MAURICE, Wages (Revised Edition), Cambridge University Press, 1966 (Reprint),
- DOLLARD, J. and MILLER, N.E., Personality and Psychotherapy, New York, McGraw-Hill, 1950.
- DREHER, GEORGE, F., Salary Satisfaction and Community Costs, Industrial Relations, Vol. 19, No. 3, Fall 1980, pp. 340-351.

- DUBIN, ROBERT, *The World of Work*, Englewood Cliffs, New Jersey, Prentice Hall, 1958, pp. 229-230.
- DUNLOP, JOHN, T., *Wage Determination under Trade Unions*, Oxford, Basil Blackwell, 1950, xi, p. 230.
- DUNLOP, JOHN, T., in Taylor George, W. and Pierson Frank, C. (Eds.), *New Concepts in Wage Determination*, New York, McGraw Hill, 1957, Chapter 5.
- DUNNETTE, MARVIN, D., CAMPBELL JOH, P. and HAKEL, MILLION, D., *Factors Contributing to Job Satisfaction and Job Dis-satisfaction in Six Occupational Groups, Organisa-tional Behaviour and Human Performance II*, May 1967, pp. 143-174.
- DYER, LEE and THERIAULT, R., *The Determinants of Pay Satisfaction*, *Journal of Applied Psychology*, Vol. LXI, October 1976, pp. 596-604.
- EDGEWORTH, FRANCIS, Y., *Papers Relating to Political Economy*, London, Macmillan & Co., 1925, 3 Vols.
- FARR JAMES, L., *Incentive Schedules, Productivity and Satisfaction in Work Groups: A Laboratory Study*, *Organisational Behaviour and Human Performance*, Vol. XVII, October 1976, pp. 159-170.
- FESTINGER, LA., *A Theory of Cognitive Dissonance*, Evanston, Illinois, Row, Peterson, 1957.
- FINN, R.H. and LEE, SANG, M., *Salary Equity: Its Determina-tion, Analysis and Correlates*, *Journal of Applied Psychology*, 1972, Vol. 56, No. 4, pp. 283-292.

FLANAGAN, ROBERTS., STRAUSS, GEORGE and ULMAN, LLOYD.,  
Worker Discontent and Work Place Behaviour, 1974,  
pp. 101-123.

FONSECA, A.J., Wage Determination and Organised Labour in  
India, Oxford University Press, 1964, p. 241.

FREEDMAN, AUDREY and FULMER, WILLIAM, E., Last Rites for  
Pattern Bargaining, Harvard Business Review,  
March-April 1982, pp. 30-34; 38-44; 48.

GANGULY, H.C., An Inquiry into Incentives for Workers in  
an Engineering Factory, Indian Journal of Social  
Work, Vol., 15, 1954, pp. 30-40.

GOEL, V.K., Public Sector Wages, The Economic Times,  
November 6th, 1981.

GOODMAN, PAUL, S., An Examination of Referents Used in  
the Evaluation of Pay, Organisational Behaviour  
and Human Performance, Vol., VII, October 1974, pp. 170-195.

GORDON, R.A., Wages, Prices and Unemployment, 1900-1970,  
Industrial Relations, Vol. 14, No. 3, October 1975,  
pp. 273-301.

GOVERNMENT OF INDIA, Report of the Central Pay Commission,  
Manager of Publications, New Delhi, 1947, n. 436.

GOVERNMENT OF INDIA, Industrial Disputes Act, 1947.

GOVERNMENT OF INDIA, Minimum Wages Act, 1948.

GOVERNMENT OF INDIA, Report of the Committee on Profit Sharing, Ministry of Industry and Supply, 1948.

GOVERNMENT OF INDIA, Report of the Committee on Fair Wages, Ministry of Labour, 1949.

GOVERNMENT OF INDIA, MINISTRY OF LABOUR AND EMPLOYMENT, Report of the Bonus Commission, 1964.

GOVERNMENT OF INDIA, Payment of Bonus Act, 1965.

GOVERNMENT OF INDIA, Report of the Study Group for Wage Policy, National Commission on Labour, Delhi, 1969, p. 125.

GOVERNMENT OF INDIA, Report of National Commission on Labour, 1969.

GOVERNMENT OF INDIA, Report of the Central Wage Board for Engineering Industries, 1969, Manager of Publications, p. 362.

GOVERNMENT OF INDIA, MINISTRY OF FINANCE, PAY COMMISSION. Report of the Third Central Pay Commission, (4 Vol.), 1973.

GOVERNMENT OF INDIA, MINISTRY OF FINANCE, Report of the Study Group on Wages, Incomes and Prices, 1978.

GOVERNMENT OF INDIA, Pocket Book of Labour Statistics, 1977  
and 1980, Ministry of Labour, Chandigarh.

GOVERNMENT OF INDIA, Report 1980-81, Ministry of Labour  
New Delhi.

GOVERNMENT OF INDIA, Economic Survey 1981-82, New Delhi.

GOVERNMENT OF INDIA, Sixth Five Year Plan - 1980-85,  
Planning Commission.

GRAHAM, D. and SLUCKIN, W., Different Kinds of Rewards as  
Industrial Incentives, Research Review, Durham, 1954,  
5, pp. 54-56.

HAIRE, MASON, GHISELLI, EDWINE and PORTER LYMAN, W.,  
Psychological Research on Pay - An Overview, Industrial  
Relations, 1963, 3, pp. 3-8.

HAJRA, S. and VENKATESAN, S., Productivity, Wages and  
Prices in Indian Industry, 1968, Economic and Scientific  
Research Foundation, Delhi.

HENEMAN, HERBERT, G., and SCHWAB, DONALD, P., Work and  
Rewards in DALE YODER and HERBERT, G., HENEMAN, JR., (Eds.)  
Motivation and Commitment, Washington D.C., Bureau of  
National Affairs, 1975, pp. 1-21.

- HENEMAN, HERBERT, G., et al, Pay Comparisons, Dimensionality and Predictability, Proceedings of the 38th Annual Academy of Management Meetings, San Francisco, 1978, pp. 211-215.
- HERZBERG, FREDERICK, Work and the Nature of Man, Cleveland, World Publishing, 1966, pp. 71-90.
- HICKS, J.R., The Theory of Wages, London, Macmillan, 1968.
- HILLS FREDERICK, S., The Relevant Other in Pay Comparisons Industrial Relations, Vol. 19, No. 3 (Fall, 1980).
- HOLLAND, J.G., and SKINNER, B.F., The Analysis of Behaviour, New York, McGraw Hill, 1961.
- HOMANS, G.C., Social Behaviour: Its Elementary Form, New York, Har Court, Brace and World, 1961.
- HOUSE, ROBERT, J. and WIGDOR, LAWRENCE, A., Herzberg's Dual Factor Theory of Job Satisfaction and Motivation: A Review of the Evidence and a Criticism, Personnel Psychology, Vol. XX, Winter, 1967, pp. 369-389.
- INTERNATIONAL LABOUR OFFICE, Problems of Wage Policy in Asian Countries, Serials Listing, Part II, 3rd Asian Regional Conference, Tokyo, 1953, Report I, p. 135.

- INTERNATIONAL LABOUR OFFICE, *Wages: A Workers' Education Manual*, 2nd Edition, Geneva, 1978, p. 225.
- INTERNATIONAL LABOUR OFFICE, *Wages and Working Conditions in Multinational Enterprises*, 2nd Impression, 1978, Geneva, 1976, p. 50.
- JACQUES, ELLIOTT, *Equitable Payment: A General Theory of Workers' Differential Payment and Individual Progress*, London, Heinemann, 1961, p. 336.
- JOHRI, C.K. and AGARWAL, N.C., *Inter-industry Wage Structure in India 1950-61: An Analysis*, *Indian Journal of Industrial Relations*, Vol. 1(4), April 1966, pp. 379-413.
- JOHRI, C.K., *Unionism in a Developing Economy*, Delhi: Asia, 1967, pp. 90-93.
- JOHRI, C.K. and MISRA, V.N., *Wage Payment Systems, Wage Differentials and Incomes Policy*, *Indian Journal of Industrial Relations*, 1973, Vol. 9(1), July 1973, pp. 39-68.
- JOHRI, C.K. and PANDEY, S.M., *Dimensions of Poverty and Incomes Policy*, *Indian Journal of Industrial Relations*, Vol. 14, 1978, pp. 87-130.
- KAUFMAN, H., *Task Performance, Expected Performance and Responses to Failure as Function of I balance in Self-concept*, Unpublished Doctoral Dissertation, University of Pennsylvania, 1962.

- KENNEDY, VAN, D., Unions, Employers and Government,  
Bombay, Manaktalas, 1966, p. 227.
- KERR, CLARK, Industrial Relations Research: A Personnel  
Retrospective, Industrial Relations, Vol. 17,  
No. 2, May 1978, pp. 131-142.
- KING, NATHAN, Clarification and Evaluation of the Two-  
Factor Theory of Job Satisfaction, Psychological  
Bulletin, LXXIV, January 1970, pp. 18-31.
- KNIGHT, FRANK, H., Risk, Uncertainty and Profit, London  
School Reprint, 1933 (Originally published in  
1921), p. 381.
- LABOUR APPELLATE TRIBUNAL, The Mill Owners' Association  
Vs. The Rashtriya Mill Mazdoor Sangh, Bombay, 1950,  
Labour Law Journal, Vol. II, 1950, pp. 1247-1258.
- LABOUR APPELLATE TRIBUNAL, Standard Vacuum Oil Company Vs.  
Workmen, 1942-43, Labour Law Journal, 1954,  
Vol. I, p. 484.
- LABOUR APPELLATE TRIBUNAL, Muir Mills Company Ltd.,  
Vs. Workmen, 1955, All India Reporter, 1955,  
pp. 170-176.
- LAWLER, EDWARD, E., and PORTER, LYMAN, W., Perceptions  
Regarding Management Compensation, Industrial  
Relations III, October 1963, pp. 41-49.

- LAWLER, EDWARD, Pay and Organisational Effectiveness A Psychological View, New York, McGraw-Hill, 1972, pp. 217-221.
- LESTER, RICHARD, A., A Range Theory of Wage Differentials, Industrial and Labour Relations Review, July 1952, pp. 483-500.
- LIVERNASH, E. ROBERT, New Concepts in Wage Determination, George W. Taylor and Frank C. Pierson (Eds.), New York, McGraw-Hill, 1957.
- LOCK, E., EDWIN, A., What is Job Satisfaction? Organisational Behaviour and Human Performance, Nov. 1969, pp. 309-336.
- LOTT, MERRILL, R., Wage Scales and Job Evaluation, New York, Ronald Press, 1926.
- MADHURI, S., The Perspective of Non-wage Benefit, Indian Journal of Industrial Relations, Vol. 12, 1977, pp.453-465.
- MALTHUS, THOMAS ROBERT, Principles of Political Economy, 2nd Edition, London, W. Pickering, 1836.
- MALTHUS, THOMAS ROBERT, An Essay on the Principle of Population, Reeves and Turner, 1878, 8th Edition, London.
- MARX KARL, Capital, Vol. II, Progress Publishers, Moscow, 1971, (First published in 1893), p. 17, p. 72 and p. 512.
- MILL, J.S., Principles of Political Economy, New York, D. Appleton and Company, 5th Edition, London, 1878, pp. 420-421, 549-551.

MOULY JEAN, Changing Concepts of Wage Policy, International Labour Review, Vol. 100, July-December 1969, pp. 1-22.

NATIONAL COUNCIL OF APPLIED ECONOMIC RESEARCH, Wage Differentials in Indian Industry, New Delhi, NCAER, 196

NATIONAL INDUSTRIAL CONFERENCE BOARD, Factors Affecting Employee Morale, Studies in Personnel Policy, No. 85, New York, 1947.

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT, Forms of Wage and Salary Payment for High Productivity, September 1967, Final Report 1970, pp. 26-29.

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT, Socially Responsible Wage Policies and Inflation, Paris, 1975, pp. 7-68.

PAPOLA, T.S., Inter-regional Variations in Manufacturing Wages in India - Industrial Structure and Region Effects, Indian Journal of Industrial Relations, Vol. 7, January 1972, pp. 355-375.

PAPOLA, T.S., Inter-industry Wage Structure: Technology Hypothesis, Anvesak, June 1972, pp. 50-74.

PAPOLA, T.S. and SUBRAHMANIAN, K.K., Wage Structure and Labour Mobility in a Local Labour Market - A Study in Ahmedabad, Sardar Patel Institute, 1975.

- PAPOLA, T.S., Framework for a National Wage Policy, Productivity, Vol. XVII, No. 3, October-December 1976, pp. 317-327.
- PAPOLA, T.S., Facts and Fictions on Incomes Policy, Economic and Political Weekly, September 23rd, 1978, pp. 1625-27, 1630.
- PATCHEN, M., Absence and Employee Feelings About Fair Treatment, Personnel Psychology, 1960, Vol. 13, pp. 349-360.
- PEN, J., The Wage Rate under Collective Bargaining, Cambridge, Mass., Harvard University Press, 1959.
- PIGOU, A.C., The Economics of Welfare, Macmillan and Company Limited, London, 1950 (Reprint), p. 83.
- PORTER, L.W., Job Attitudes in Management: Perceived Deficiencies in Need Fulfillment as a Function of Job Level, Journal of Applied Psychology, 1962, Vol. 46, pp. 375-384.
- PORTER, L. and STEERS, R., Organisational Work and Personal Factors in Employee Turnover and Absenteeism, Psychological Bulletin, 1973, Vol. 80, pp. 151-176.
- PORTER LYMAN, W. and LAWLER EDWARD, E., Managerial Attitudes and Performance, Horvenwood, Gil: Policy, 1968, pp. 56-97.

PRI/TCHARD, ROBERT, D., DUNETTE, MARVIN, D. and JORGENSON, DALE O., Effects of Perceptions of Equity and Inequity on Worker Performance and Satisfaction, Journal of Applied Psychology Monograph, LVI, February 1972, pp. 88-89.

RABINDRANATH, Occupational Pattern and Wage Structure in Indian Industries, New Delhi, 1976.

RANDERIA, K.N., Quantitative Focus on Personnel Function, Indian Management, April 1975, pp. 29-34.

REDER, MELVIN, W., Wage Differentials: Theory and Measurement in Aspects of Labour Economics, No. 14, Princeton University Press, 1962.

REYNOLDS, LLOYD, G., and SHISTER JOSEPH, Job Horizons, New York: Harper and Brothers, 1949.

REYNOLDS, L.G. and TAFT, C.H., The Evolution of Wage Structure, Yale, 1956.

RICARDO, D., The Principles of Political Economy and Taxation, E.P. Dutton and Co., Inc., Everyman's Edition, 1911. (Originally published in 1817), pp. 52-57.

ROSS ARTHUR, M., Trade Union Wage Policy, Berkeley University of California Press, 1948, pp. 1-16.

- ROWE, J.W.F., Wages in Practice and Theory, Routledge  
Kegan Paul, London, 1928, p. 277.
- SALTER MALCOLM, S., What is 'Fair Pay' for the Executive?  
Harvard Business Review, May-June 1972, pp. 7-13.
- SAMUELSON, PAUL, A., The Collected Scientific Papers  
of Paul Samuelson, Joseph, E. Stiglitz (Ed.),  
Oxford IBH, New Delhi, 1966, Vol. II, p. 1557.
- SAMUELSON, PAUL, A., Economics, McGraw-Hill, 1970,  
International Students Edition.
- SCHWAB, DONALD, P. and HENEMAN, HERBERT, G., Aggregate  
and Individual Predictability of the Two Factor  
Theory of Job Satisfaction, Personnel Psychology,  
Vol. XXIII Spring 1970, pp. 55-66.
- SCHWAB, DONALD, P. and WALLACE (JR.), MARC, J.,  
Correlates of Employee Satisfaction with Pay,  
Industrial Relations, Vol. XIII (February, 1974),  
No. 1, pp. 78-89.
- SETH, K.G., Wage Determination in a Plural Labour  
Market, Indian Journal of Labour Economics,  
Vol. XXIII, No. 4, January 1981, pp. 273-282.
- SINHA, P.R.N., Wage Determination, Bombay, 1971.

- SMITH, ADAM, *The Wealth of Nations*, Penguin Books, England, 1974, p. 535 (First published in Edinburgh, Adam and Charles Black, 1863).
- SRIKANTHIAH, *Regulation of Industrial Wages and Its Significance to Wage Structure with Reference to Industrial Wages*, Indian Institute of Science, 1964, Unpublished Ph.D. Dissertation.
- STARR, GERALD, *Minimum Wage Fixing, International Experience with Alternative Roles*, *International Labour Review*, Vol. 120, No. 5, Sept-Oct. 1981, pp. 423-440, pp. 545-562.
- STEWART, M., *Employment Conditions in Europe*, Gower Press, Epping, 1972.
- STEWART, M., *Trade Unions in Europe*, Gower Press, Eppin, 1974.
- SUBRAMANIAN, K.N., *Wages in India*, New Delhi, Tata McGraw-Hill, 1977.
- SUPREME COURT OF INDIA, *Crown Aluminium Vs Workmen*, 1958, *All India Reporter*, 1958, p. 30.
- SUPREME COURT OF INDIA, *Express Newspapers Ltd., Vs. Union of India*, 1958 (b), *All India Reporter*, pp. 578-582.
- SUPREME COURT OF INDIA, *Muir Mills Company Ltd. Vs. Workmen*, 1960, *Labour Law Journal*, 1960, Vol. II, pp. 586-592.

SUPREME COURT OF INDIA, Associated Cement Companies  
Ltd. Vs. Workmen, 1960, Labour Law Journal,  
1960, Vol. I, pp. 1-13.

SUPREME COURT OF INDIA, Western India Match Company  
Ltd. Vs. Industrial Tribunal Madras, 1960, Labour  
Law Journal, Vol. I, 1962, pp. 629-633.

SUPREME COURT OF INDIA, Workmen of Hindusthan Motors  
(1962), Labour Law Journal, 1962, Vol. II,  
pp. 352-356.

SUPREME COURT OF INDIA, Remington Rand of India Vs,  
Workmen, 1962, Labour Law Journal, Vol. I, pp. 287-294.

SUPREME COURT OF INDIA, Greaves Cotton Company Ltd.,  
Vs. Workmen, 1963, Labour Law Journal, 1964, Vol. I,  
pp. 342-351.

SUPREME COURT OF INDIA, Mohammedali Vs. Union of India,  
1964, All India Reporter, 1964, p. 980.

SUPREME COURT OF INDIA, Messrs British Paints Vs  
Workmen, 1965, All India Reporter, 1965, pp. 732-735.

SUPREME COURT OF INDIA, Jalan Trading Company, Private  
Ltd. Vs. Mill Mazdoor Union, 1966, Labour Law  
Journal, 1966, Vol. II, pp. 546-583.

SUPREME COURT OF INDIA, Metal Box Company of India, Ltd.

Vs. Workmen, 1968, Labour Law Journal, 1969,

Vol. I, pp. 785-804.

SUPREME COURT OF INDIA, Killick Nixon Ltd. Vs. Killick

and Allied Companies Employers' Union, 1975

Supreme Court Cases (Labour & Services), 1975,

pp. 316-330.

SUPREME COURT OF INDIA, Messrs Tata Chemicals, Ltd. Vs.

Workmen, 1978, Labour and Industrial Cases, Vol. I,

pp. 637-644.

SUPREME COURT OF INDIA, Shivraj Fine Arts Litho Works

Vs. State Industrial Court, Nagpur, 1978, Labour

& Industrial Cases, 1978, Vol. I, pp. 828-839.

SUPREME COURT OF INDIA, Gestetner Duplicators Private

Ltd., Vs. Commissioner of Income Tax, West Bengal,

1979, Supreme Court Cases (Labour and Services)

1979, pp. 183-197.

SUPREME COURT OF INDIA, Management of Shri Chalthan

Vibhag Khand Udyog Sahakari Mandali Ltd. Vs.

Industrial Court (and four other civil appeals

disposed in batch mode) 1980, Supreme Court Cases

(Labour and Services), pp. 76-92.

SUPREME COURT CASES 1981 (Labour & Services) 407, 1981

Tata Consulting Engineers Vs. Workmen, 13th Nov. 1980.

SURI, G.K. and SASTRY, C.M., Determinants of Workers'

Money Earnings and Incomes Policy, April-June 1974,

Vol. XV, No. 1, pp. 97-112.

SURI, G.K., Productivity, Wages and Industrial Relations,

New Delhi, Affiliated East-West Press Pvt. Ltd., 1976,

Vol. IX, p. 144.

TAWNEY, RICHARD, H., The Acquisitive Society, New York,

Harcourt Brace and World Inc., 1920.

TAYLOR, F.W., Scientific Management, New York, Harper, 1911.

TAYLOR GEORGE, W. and PIERSON FRANK, C. (Eds.), New

Concepts in Wage Determination, New York, McGraw

Hill, 1957.

THOMSEN, DAVID, J., Introducing Cafeteria Compensation

in Your Company, Personnel Journal, March 1977,

pp. 124-131.

THOMSON, ANDREW and GREGORY, MARY, British Bargaining

Structure and Its Impact on Pay, Personnel Management,

December 1980, pp. 33-35.

VERMA, PRAMOD, C., Inter-industry Wage Structure in India: Further Evidence, Indian Journal of Industrial Relations, Vol. 6, January 1971, pp. 289-295.

VERMA, PRAMOD, Wage Determination: Concepts and Cases, Wiley Eastern, 1980,

VROOM, VICTOR, H., Work and Motivation, New York, Wiley, 1969, p. 150.

WALKER, FRANCIS, A., Political Economy, London, Mac Millan and Company Limited, 1896, Abridged, pp. 248-251.

WARNER, W.L. and LOW, J.O., The Social System of Modern Factory: The Strike, a Social Analysis, New Haven, Connecticut, Yale University Press, 1947.

WEINER, NAN, Determinants and Behavioural Consequences of Pay Satisfaction: A Comparison of Two Models, Personnel Psychology, 1980, pp. 741-757.

WEISS, DAVID, J., DAVIS RENEW, ENGLAND, GEORGE, W. and LOFQUIST, LLOYD, H., Manual for the Minnesota Satisfaction Questionnaires 1967, Industrial Relation Centre, Minneapolis, University of Minnesota, 1967.

WILKINS, L.T., Incentives and the Young Male Worker in England, International Journal of Opinion and Attitude Research, 1950, 4, pp. 541-562.