

Abstract

Supervisors of manufacturing and service organizations play crucial roles in improving the productivity through workmen. The study aims to test what attributes of supervisors contribute to workmen productivity. Hundred supervisors under whom workmen productivity was high were compared with another hundred supervisors under whom the workmen productivity was low on specific human factors. It was found that the high productive supervisors were lower on role conflict, higher on nurturant style of leadership, motivation, job satisfaction and communication compared to low productive supervisors. The implications of the findings for man-management issues are discussed.

KEY WORDS : Productivity, Role conflict, Motivation, Job satisfaction, Leadership styles and Communication.