

LIST OF TABLES

Table Number	Details	Page Number
2.1	Definitions of the Attributes of Commitment	31
3.1	Reliability Test Result	44
3.2	Variables of Employee Outcome	47
3.3	Score Interpretation	47
3.4	Selection of Districts	51
3.5	Sample Size According to Different Categories of Respondents	52
4.1	Physical Performance of IAY in North East India	61
4.2	District Wise Presentation of MGNREGA, 2013-2014	62
4.3	Basic Data of the Department of Rural Development	65
5.1	Score Interpretation	68
5.2	Employee Professionalism Score	68
5.3	Professionalism Score According to Demographic Variables	69
5.4	Test of Difference among Means of Different Categories of Employees with Regards to Employee Professionalism	70
5.5	Scores for the Sub-Variables of Employee Professionalism According to Demographic Variables	72
5.6	Professionalism Score According to the Performance of Districts	75
5.7	Group-wise Comparison of Training Undergone	76
5.8	Descriptive Analysis for Regularity of Visit to Village	77
5.9	ANOVA for Regularity of Visit to Villages	78
5.10	Descriptive Analysis for Whether Favours are Provided to the Officials	81
5.11	ANOVA for Whether Favours are Provided to the Officials	82
5.12	Descriptive Analysis for Whether there is Biasness in Implementation of Schemes	84

5.13	ANOVA for Whether there is Biasness in Implementation of Schemes	85
5.14	Descriptive Analysis for Whether there is Regular Monitoring of Schemes	87
5.15	ANOVA for Whether there is Regular Monitoring of Schemes	88
6.1	Score Interpretation	101
6.2	Employee Outcome Score	101
6.3	Sub-Component Scores of Employee Outcome	102
6.4	Employee Outcome Score According to Demographic Variable	103
6.5	Test of Difference among Means of Different Categories of Employees with Regards to Employee Outcome	104
6.6	Test of Difference among Means of Different Categories of Employees with Regards to Public Service Motivation	105
6.7	Scores for the Sub-Variables of PSM According to Demographic Variables	107
6.8	Test of Difference among Means of Different Categories of Employees with Regards to Commitment	108
6.9	Scores for the Sub-Variables of Commitment According to Demographic Variables	110
6.10	Test of Difference among Means of Different Categories of Employees with Regards to Job Satisfaction	111
6.11	Scores for the Sub-Variables of Job Satisfaction According to Demographic Variables	113
6.12	Group-wise Response for Sub-variables of Public Service Motivation	119
6.13	Group-wise Response for Sub-variables of Commitment	122

6.14	Group-wise Response for Sub-variables of Job Satisfaction	127
6.15	Employee Outcome Score According to the Performance of Districts	129
7.1	Correlation Between Employee Professionalism and Employee Outcome	138
7.2	Correlation Between Sub-variables of Employee Professionalism and Employee Outcome	139
7.3	Correlation Between Employee Professionalism and Public Service Motivation	142
7.4	Correlation Between Sub-variables of Employee Professionalism and PSM	143
7.5	Correlation Between Employee Professionalism and Commitment	144
7.6	Correlation Between Sub-variables of Employee Professionalism and Commitment	145
7.7	Correlation Between Employee Professionalism and Job Satisfaction	146
7.8	Correlation Between Sub-variables of Employee Professionalism and Job Satisfaction	147

LIST OF FIGURES

Figure Number	Details	Page Number
2.1	Conceptual Framework: Hypothesized Relationship Between the Variables	37
3.1	Location Map of Arunachal Pradesh in India	42
3.2	Location Map of Arunachal Pradesh Showing Study Area	42
3.3	Category of People's Representatives	48
4.1	Organisational Structure of the Department of Rural Development, Government of Arunachal Pradesh	64
5.1	Employee Professionalism Score for Districts	73
5.2	Sub Variables of Professionalism for Districts	73
5.3	Professionalism among Different Groups of Employees	74
5.4	Training Undergone	76
5.5	Group-wise Response Regarding Regularity of Official's Visit to Village	78
5.6	Community Representative's Response Regarding Regularity of Official's Visit to Village	79
5.7	Common People's Response Regarding Regularity of Official's Visit in Different Districts	80
5.8	Group-wise Response Regarding Favours Provided to Officials	82
5.9	Community Representative's Response Regarding Favours Provided to Officials	82
5.10	Common People's Response Regarding Favours Provided to Officials in Different Districts	83
5.11	Community Representative's Response Regarding Biasness in Implementation of Schemes	85
5.12	Common People's Response Regarding Biasness in Implementation of Schemes in Different Districts	86
5.13	Community Representative's Response Regarding	88

	Regular Monitoring of Schemes	
5.14	Common People’s Responses Regarding Regular Monitoring of Schemes in Different Districts	89
5.15	Response for Different Categories of Respondents Regarding Number of Meetings Held in the Last 12 Months	90
5.16	Group-wise Response Regarding Number of Meetings Held in the Last 12 Months	91
5.17	Community Representative’s Response Regarding Number of Meetings Held in the Last 12 Months	92
5.18	Common People’s Response Regarding Number of Meetings Held in the Last 12 Months	93
5.19	Analysis for Different Categories of Respondents Regarding Procedure of Selection of Beneficiaries	94
5.20	Group-wise Response Regarding Procedure of Selection of Beneficiaries	95
5.21	Community Representative’s Response Regarding Procedure of Selection of Beneficiaries	95
5.22	Common People’s Response Regarding Procedure of Selection of Beneficiaries in Different Districts	96
5.23	Comparison of Responses Across Three Categories of Respondents	97
6.1	District wise Mean Score of Employee Outcome	115
6.2	District wise Mean Score for Sub-variables of Employee Outcome	115
6.3	District wise Mean Score for Sub-variables of Public Service Motivation	117
6.4	District wise Mean Score for Sub-variables of Commitment	120
6.5	District wise Mean Score for Sub-variables of Job Satisfaction	123
6.6	Awareness of Schemes among Respondents	130
6.7	Employees Response Regarding Satisfaction with the	131

	Functioning of DRD, GoAP	
6.8	Group-wise Responses Regarding Satisfaction with the Functioning of DRD, GoAP	131
6.9	Community Representative's Response Regarding Satisfaction with the Functioning of DRD, GoAP	132
6.10	Category wise Response Regarding Satisfaction with the Functioning of the Department of Rural Development, Government of Arunachal Pradesh	133
6.11	District-wise Responses of Employees Regarding Satisfaction with the Functioning of DRD, GoAP	134
7.1	Relationship Between Professionalism and Employee Outcome	148
8.1	Summary of the Findings According to the Performance of the Districts	155
8.2	Suggestive Framework	162