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APPROACHES TO ISSUES OF JOB REGULATION

Vol II (APPENDICES)

A study at Branch Level in a White Collar, Public Sector Trade Union

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THE UNIVERSITY OF ASTON IN BIRMINGHAM

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VOLUME II

INDEX TO APPENDICES

METHODOLOGICAL

REQUIREMENTS, SOURCES AND COLLECTION METHODS FOR DATA TO DESCRIBE APPROACHES TO ISSUES OF JOB REGULATION OF BRANCHES STUDIED

Factor	Variable No.	Data Required	Data Source	Collection Method
1. Dependence on Outside Trade Union.	1.1	Define issues on which branch has procedural and constitutional freedom to shape, define and pursue without outside trade union influence or presence.	- National/Local procedural and substansive agreements - Trade Union constitution and policies	D
	1.2	Custom and Practice within employing organization in regard to issue pursuit.	- Industrial Relations specialists, Full Time Officers of trade union, Branch Officials and Activists.	I
	1.3	Custom and Practice within the branch on issue definition, shaping and adoption.	- Full time Officers of trade union and Branch Officials and Activists - Issue definition, shaping and adoption processes in action.	I O
	1.4	Degree of satisfaction with current issue definition, shaping adoption and pursuance practices.	- Branch officials and activists	I
2. Focus in Issues	2.1	Recent historical patterns of issues adopted by branch together with sources of issues and reason for adoption	- Branch records - Branch activists	D I
	2.2	Extent of exposure to issues emanating from beyond the employing organization in terms of membership and degree of involvement in outside bodies	- Branch records - Branch activists	D I
	2.3	Current (whilst study in progress) pattern of issues adoption.	- Processes of issue definition, shaping and adoption in progress	O

Legend: D = Document Search, I = Interview, O = Direct Observation, Q = Self Completed Questionnaire

Factor	Variable No.	Data Required	Data Source	Col-lection Method
3. Initiation of Issues	3.1	Formal definition of negotiable and reserved issues within employing organization.	- National/Local procedural and Substansive Agreements	D
	3.2	Prescriptive definition by branch of what should be negotiable or reserved issues	- Branch Activists	I
	3.3	Historic trends within employing organization on changes in definitions of reserved and negotiable issues	- Branch Records - I.R. specialists and Branch Officials	D I
	3.4	Issues adopted in recent past and whilst study in progress together with details of whether issue initiated by branch or adopted in response to management action.	- Branch records - Branch Activists - Processes of issue adoption in action	D I O
4. Intensity of Action	4.1	Relative Salience to branch members of issues with which they could be confronted.	- Activist and Rank and File branch members	Q
	4.2	Relative salience to branch members of issues adopted and pursued in recent past and whilst study in progress together with reasons given for degree of salience and details of how pursued.	- Branch records - Activist and Rank and File branch members	D Q
5. Representativeness	5.1	Perceptions of the opportunity afforded to branch members to shape and define policy and action in regard to a range of issues with which they could be confronted.	- Activist and Rank and File branch members	Q
	5.2	Perceptions of branch members on the desirability of the opportunity to shape and define policy and action on a range of issues with which they could be confronted.	- Activist and Rank and File branch members	Q

Legend: D = Document Search, I = Interview, O = Direct Observation, Q = Self Completed Questionnaire

Factor	Variable No.	Data Required	Data Source	Collection Method
5. Representativeness (Cont)	5.3	Perceptions of branch members as to most appropriate methods to be used for involvement in shaping and defining policy and action	- Activist and Rank and File branch members	Q
	5.4	Perceptions of branch members of opportunities afforded on recent issues to shape and define policy and action and degree of felt influence.	- Activist and Rank and File branch members	Q
	5.5	Details of structural and operational provisions within branch to inform and sense opinions of membership and their efficacy.	- Activists	I
	5.6	Evidence of centralised versus decentralised decision making processes within branch	- Activists - Processes of issue adoption and shaping in progress - Branch records.	I O D

Legend: D = Document Search, I = Interview, O = Direct Observation, Q = Self Completed Questionnaire

REQUIREMENTS, SOURCES AND COLLECTION METHODS FOR DATA TO DESCRIBE APPROACHES TO ISSUES OF JOB REGULATION

Factor Group	Factor	Variable No.	Data Required	Data Source	Col-lection Methods
FACTORS EXTERNAL TO THE BRANCH	Employer Policy and Action	1.1	Perceptions by branch members of the fairness and trustworthiness of managers and supervisors	- Activist and Rank and File branch members	Q
		1.2	Perceptions of the desirability (or not) of formality in procedures and processes of interaction between trade union and management	- Activists	Q
		1.3	Tightness or looseness of agreements	- Local procedural and substansive agreements	D
		1.4	Existence of formal mechanisms for interaction of trade union and management and the extent to which used to bargain job regulation issues	- Branch activists - Industrial Relations specialists - Full time officers of trade union	I
	Industry Collective Bargaining Structure	2.1	Definition of issues bargainable at different levels of management and trade union	- Industry/Local procedural and substansive agreements	D
		2.2	Definition as to who shall be the bargaining agents at each level	- Industry/Local procedural and substansive agreements	D
		2.3	Perceptions as to whether existing agreements restrict (or not) the branch in pursuing its desired role in issues of job regulation	- Branch activists	I
		2.4	Evidence of circumvention or rigid adherence to bargainable issues by level	- Branch activists - Industrial Relations specialists	I

Legend: D = Document Search, I = Interview, O = Direct Observation, Q = Self Completed Questionnaire

Table 5.2 (Cont)

Factor Group	Factor	Variable No.	Data Required	Data Source	Collection Methods
FACTORS EXTERNAL TO THE BRANCH (CONT)	Outside Trade Union	3.1	Constitutional restraining influence of outside trade union on branch freedom to shape, define and pursue issues.	- Trade union constitution	D
		3.2	Constraining influence exerted by outside trade union in curtailment of branch autonomy in definition shaping and pursuance of issues. (Recent past and whilst study in progress)	- Industrial Relations specialists - Full time officers of trade union - Branch Activists - Processes of issue adoption in action	I O
		3.3	Perceptions of efficacy of outside trade union influence. Any efforts in circumvention that bring about enhanced branch autonomy.	- Industrial Relations specialists - Full time officers of trade union - Branch Activists - Processes of issue adoption in action	I O
ISSUES FACTORS		4.1	Relative salience of a range of issues to which branch members could be exposed	- Activist and Rank and File branch members	Q
		4.2	Details of issues that have arisen in recent history (and whilst study in progress); their relative salience, reasons given for salience and approaches adopted on each one.	- Branch records - Activist and Rank and File branch members - Processess of issue adoption and shaping in action	I
STRUCTURAL FACTORS WITHIN THE BRANCH	The Representative System	5.1	Structural provision for emergence of workplace representative roles, which are potentially influential and/or autonomous in issue definition, shaping adoption and pursuance.	- Branch Activists	I
		5.2	Perceived autonomy and influence of workplace representatives.	- Branch Activists	I
		5.3	Structural provisions and role definitions, facilitating emergence of centralised decision making in branch.	- Branch records - Branch activists	D I
		5.4	Evidence as to whether issue definition, shaping adoption and pursuance processes are "representative" or "branch" dominated.	- Processes of decision making in action	O

Legend: D = Document Search, I = Interview, O = Direct Observation, Q = Self Completed Questionnaire

Factor Group	Factor	Variable No.	Data Required	Data Source	Collection Methods
STRUCTURAL FACTORS WITHIN THE BRANCH(CONT)	Membership Dispersion	6.1	Geographic dispersion of branch membership into discrete workplaces ith proportions in each one.	- Branch records	D
		6.2	Difficulties posed by dispersion; i.e. distance, time, liklihood of industrial relations problems arising at each workplace.	- Branch activists	I
		6.3	Factors mitigating the geographical effects of dispersion; i.e. presence of competent representative on site, freedom and mobility of branch officers/negotiators to travel.	- Branch activists	I
ACTOR FACTORS	Actor Attitude	7.1	Attitudes of a representative cross section of each branch to aspects of both work and trade union. These must be demonstrated by pilot studies to be dimensions along which evaluative judgements of work and trade union are made by populations of trade union members having high similarity to those investigated.	- Activist and Rank and File branch members	Q
	Processes of Intra-Organizational Bargaining and Decision Making within the Branch.	8.1	Recollections of influences leading to approaches to issues in recent history	- Branch Activists - Branch Records	I D
		8.2	Information on influences and processes leading to adoption of approaches to issues of job regulation that are current throughout the period in which the branch is studied.	- Observation of events in decision making forums as they occur, when they occur.	O

Legend: D = Document Search, I = Interview, O = Direct Observation, Q = Self Completed Questionnaire

SAMPLING CONSIDERATIONS

SAMPLE SIZE

Using information gathered in piloting of the self administered questionnaire (Appendix M3), it was possible to calculate a first estimate of sample size. This was given by the formula:-

$$n = \frac{S^2}{(S.E.\ \bar{x})^2}$$

where n = total sample size

S = mean standard deviation of all attitude variables obtained in pilot studies (1.131).

$SE\ \bar{x}$ = the level of standard error accepted for the study (set at 5).

This yielded a provisional sample size of 512 respondents. Since this was a very high proportion (approximately 24%) of the total population for all four branches, the usual correction for finite population size was applied. Namely:-

$$n^1 = \frac{n}{1 + \frac{n}{N}}$$

where n^1 = the corrected sample size

n = first estimate of sample size

N = Population size

From this a final target figure of 414 respondents in the total sample was obtained. Apportioned on a pro-rata basis between branches this gave:-

Gas Branch	125
Electricity Branch	86
Local Authority Branch 1	123
Local Authority Branch 2	80

STRATIFICATION OF SAMPLES

Evidence cited in Chapter 3, indicates that a number of factors could lead to heterogenity in population attitudes. Of these the most important were:-

i. Whether subjects are activist or non-activist

ii. Sex of subjects

iii. Pay level of subjects

iv. Combined effects of occupation and qualification which can perhaps most easily be allowed for by grouping subjects by workplace location or constituency.

Because of the focus of the study, it was considered necessary to sample all activists.

Although it is theoretically possible to draw a small but highly representative sample (Champion 1970), sampling error depends not only on size, but on the degree of homogenity in the attribute sampled (Bailey 1978). Here, where attitudes were used to explain differences between sub-populations within branches, it was considered prudent to assume potentially high heterogenity.

This led to sample stratification requirements along dimensions of potential heterogenity in attitudes; the easiest of which was by workplace constituency. Since some workplace constituencies were quite small ensuring representativeness in non-activist samples inevitably led to a degree of oversampling. The branch sample sizes above were therefore regarded as broadly applicable to non-activists; activist numbers being in addition.

An examination of branch records allowed stratification of non-activist samples according to the three factors of sex, pay level, and constituency. From this information, target smapling frames were derived using the following guidelines:-

i. A constituency (no matter how small) having a workplace representative would be sampled.

ii. Constituencies with over ten members but no workplace representative would be sampled. The reasoning here being that large groups of members should not be overlooked and that the absence of a representative might itself be a significant attitudinal factor.

iii. Constituencies of less than ten members having no workplace representative would be ignored.

Target sampling frames for each branch are given in Tables 1.1 a to d, where figures in parentheses show actual samples used.

GAS BRANCH: TARGET SAMPLING FRAME (Actual Sampling Distribution shown in brackets)

CONSTITUENCY		NON - ACTIVISTS: SALARY BANDS: Below £4000 p.a. Population	Below £4000 p.a. Target Sample	£4001 to £6000 Population	£4001 to £6000 Target Sample	£6001 to £8000 Population	£6001 to £8000 Target Sample	£8001 to £10,000 Population	£8001 to £10,000 Target Sample	£10,001 to £12,000 Population	£10,001 to £12,000 Target Sample	Above £12,000 Population	Above £12,000 Target Sample	ACTIVISTS Population	ACTIVISTS Target Sample
1	Female	0	0 (0)	2	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	0	0 (0)	1	0 (0)	12	3 (3)	10	2 (2)		
2	Female	0	0 (0)	1	0 (0)	8	2 (2)	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)
	Male	0	0 (0)	0	0 (0)	1	0 (0)	9	2 (2)	5	1 (1)	3	1 (1)		
3	Female	7	2 (2)	0	0 (0)	10	2 (7)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	2	0 (0)	1	0 (0)	0	0 (0)	2	1 (1)		
4	Female	23	5 (5)	0	0 (0)	17	4 (4)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	2	0 (1)	13	3 (3)	9	2 (2)	0	0 (0)	0	0 (0)		
5	Female	1	0 (0)	1	0 (1)	6	2 (2)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	1	0 (1)	4	1 (1)	12	3 (3)	9	3 (2)		
6	Female	0	0 (0)	0	0 (0)	1	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)
	Male	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	5	0 (0)	1	0 (0)		
7	Female	3	1 (1)	4	1 (1)	8	2 (2)	2	1 (1)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	2	0 (0)	4	1 (1)	11	2 (2)	2	0 (0)		
8	Female	2	0 (0)	4	1 (1)	8	2 (2)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	3	0 (0)	3	0 (0)	10	2 (2)	2	0 (0)		
9	Female	2	0 (0)	1	0 (0)	9	2 (2)	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)
	Male	0	0 (0)	2	0 (0)	2	0 (0)	5	1 (1)	8	2 (2)	2	0 (0)		

GAS BRANCH: TARGET SAMPLING FRAME (Actual Sampling Distribution shown in brackets)

CONSTITUENCY		NON - ACTIVISTS: SALARY BANDS: Below £4000 p.a.		£4001 to £6000		£6001 to £8000		£8001 to £10,000		£10,001 to £12,000		Above £12,000		ACTIVISTS	
		Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample
10	Female	1	1 (0)	3	1 (0)	12	2 (1)	2	0 (2)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	2	0 (0)	2	0 (0)	2	0 (0)	10	2 (2)	2	0 (0)		
11	Female	0	0 (0)	1	0 (0)	1	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	0	0 (0)	2	1 (1)	12	2 (2)	12	2 (2)		
12	Female	0	0 (0)	1	0 (0)	2	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	4	1 (0)	5	1 (1)		
13	Female	3	1 (1)	2	1 (1)	2	1 (1)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	1	0 (0)	7	2 (2)	11	2 (2)	7	1 (1)		
14	Female	0	0 (0)	0	0 (0)	2	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	2	2 (2)
	Male	0	0 (0)	0	0 (0)	8	2 (2)	7	2 (2)	5	1 (1)	4	1 (1)		
15	Female	1	0 (0)	0	0 (0)	2	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	2	0 (0)	12	2 (2)	14	3 (3)	2	0 (0)		
16	Female	4	1 (1)	2	0 (1)	17	5 (4)	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)
	Male	0	0 (0)	2	0 (0)	2	0 (0)	3	1 (1)	8	2 (2)	3	1 (1)		
17	Female	2	0 (0)	1	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	5	1 (1)	5	1 (1)	1	0 (0)	12	2 (2)	1	1 (1)		
18	Female	2	0 (0)	3	1 (1)	15	3 (3)	1	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	2	0 (0)	5	1 (1)	14	3 (2)	2	0 (0)	6	1 (1)		

GAS BRANCH SAMPLING FRAME (Actual sampling distribution shown in brackets)

CONSTITUENCY		NON - ACTIVISTS: SALARY BANDS: Below £4000 p.a.		£4001 to £6000		£6001 to £8000		£8001 to £10,000		£10,001 to £12,000		Above £12,000		ACTIVISTS	
		Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample
19	Female	1	0 (0)	2	0 (0)	5	1 (1)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	2	0 (0)	0	0 (0)	2	1 (1)	1	0 (0)	2	0 (0)		
20	Female	0	0 (0)	0	0 (0)	0	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	1	0 (0)	4	1 (1)	17	3 (3)	11	2 (3)		
Not in Con.	Female	0		0		0		0		0		0		0	
	Male	0		1		2		1		3		19			
Branch Officers															1 (1)

Table 2.1b

ELECTRICITY BRANCH: TARGET SAMPLING FRAME (Actual Sampling Distribution shown in brackets)

CONSTITUENCY		NON - ACTIVISTS												ACTIVISTS	
		SALARY BANDS													
		Below £4000 p.a.		£4001 to £6000		£6001 to £8000		£8001 to £10,000		£10,001 to £12,000		Above £12,000			
		Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample
1	Female	0	0 (0)	20	4 (4)	39	6 (6)	10	2 (2)	2	0 (0)	0	0 (0)	3	3 (3)
	Male	0	0 (0)	4	1 (1)	9	3 (3)	11	2 (2)	4	1 (1)	2	1 (1)		
2	Female	0	0 (0)	4	1 (1)	2	1 (1)	2	0 (1)	0	0 (0)	0	0 (0)	0	0 (0)
	Male	0	0 (0)	0	0 (0)	3	0 (0)	7	1 (1)	2	1 (1)	1	0 (0)		
3	Female	0	0 (0)	3	1 (1)	1	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	5	1 (1)	0	0 (0)	1	0 (1)	0	0 (0)		
4	Female	0	0 (0)	2	1 (1)	3	1 (1)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	2	1 (1)	0	0 (0)	1	0 (0)	2	1 (1)		
5	Female	2	1 (1)	1	0 (0)	3	1 (1)	1	0 (0)	0	0 (0)	0	0 (0)		
	Male	0	0 (0)	0	0 (0)	0	0 (0)	1	0 (0)	2	1 (1)	1	0 (0)	0	0 (0)
6	Female	2	0 (0)	25	5 (4)	13	3 (2)	1	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	6	1 (1)	1	0 (0)	4	1 (1)	0	0 (0)		
7	Female	2	1 (1)	6	1 (1)	46	9 (8)	4	1 (1)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	3	1 (1)	4	1 (1)	9	2 (1)	3	1 (1)	1	0 (1)		
8	Female	0	0 (0)	4	1 (1)	7	2 (2)	5	1 (1)	1	1 (1)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	2	0 (0)	4	1 (1)	7	1 (1)	4	1 (1)		
9	Female	0	0 (0)	5	1 (1)	1	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)		
	Male	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	4	1 (1)	2	0 (0)	0	0 (0)

ELECTRICITY BRANCH: TARGET SAMPLING FRAME (Actual Sampling Distribution shown in brackets)

CONSTITUENCY		NON - ACTIVISTS: SALARY BANDS: Below £4000 p.a. Population	Below £4000 p.a. Target Sample	£4001 to £6000 Population	£4001 to £6000 Target Sample	£6001 to £8000 Population	£6001 to £8000 Target Sample	£8001 to £10,000 Population	£8001 to £10,000 Target Sample	£10,001 to £12,000 Population	£10,001 to £12,000 Target Sample	Above £12,000 Population	Above £12,000 Target Sample	ACTIVISTS Population	ACTIVISTS Target Sample
10	Female	0	0 (0)	0	0 (0)	3	1 (0)	2	1 (1)	0	0 (0)	0	0 (0)	0	0 (0)
	Male	0	0 (0)	0	0 (0)	0	0 (0)	1	0 (0)	2	1 (1)	1	0 (0)		
11	Female	0	0 (0)	0	0 (0)	4	1 (1)	4	1 (1)	0	0 (0)	0	0 (0)	1	1 (0)
	Male	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	0 (0)	1	0 (0)		
12	Female	0	0 (0)	8	2 (2)	12	3 (3)	2	0 (0)	1	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	9	2 (2)	2	0 (0)	1	0 (0)	0	0 (0)		
13	Female	20	4 (4)	30	6 (7)	4	1 (1)	0	0 (0)	0	0 (0)	0	0 (0)	2	2 (2)
	Male	0	0 (0)	3	0 (0)	3	0 (0)	4	1 (1)	4	0 (1)	0	0 (0)		
Branch Officers														1	1 (1)
	Female														
	Male														
	Female														
	Male														
	Female														
	Male														
	Female														
	Male														

Table 2.1c

LOCAL AUTHORITY BRANCH NO. 1: TARGET SAMPLING FRAME (Actual Sampling Distribution shown in brackets)

CONSTITUENCY		NON - ACTIVISTS: SALARY BANDS: Below £4000 p.a.		£4001 to £6000		£6001 to £8000		£8001 to £10,000		£10,001 to £12,000		Above £12,000		ACTIVISTS	
		Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample
1	Female	2	0 (0)	4	1 (1)	1	0 (0)	2	1 (1)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	7	1 (1)	7	1 (1)	4	0 (0)	6	1 (1)	3	1 (1)		
3	Female	2	1 (1)	1	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	9	2 (2)	5	1 (1)	3	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)		
5	Female	26	5 (4)	21	4 (3)	18	3 (2)	2	0 (0)	6	1 (1)	0	0 (0)	4	4 (4)
	Male	0	0 (0)	11	2 (1)	19	5 (5)	7	1 (1)	23	4 (5)	5	1 (1)		
7	Female	22	4 (4)	42	7 (6)	19	4 (2)	3	1 (1)	1	0 (0)	0	0 (0)	3	3 (3)
	Male	9	2 (2)	10	2 (3)	23	5 (6)	8	2 (2)	6	1 (1)	2	1 (1)		
9	Female	26	5 (5)	6	1 (1)	13	2 (2)	4	1 (1)	0	0 (0)	0	0 (0)	3	3 (3)
	Male	9	2 (2)	2	1 (1)	21	5 (6)	6	1 (1)	6	1 (1)	2	1 (0)		
11	Female	11	2 (2)	3	0 (0)	4	1 (1)	6	1 (1)	0	0 (0)	0	0 (0)	3	3 (3)
	Male	2	0 (0)	1	1 (1)	8	1 (1)	20	4 (4)	10	2 (2)	3	1 (1)		
13	Female	1	0 (0)	14	3 (3)	5	1 (1)	5	1 (1)	5	1 (1)	1	0 (0)	3	3 (3)
	Male	0	0 (0)	3	1 (1)	12	2 (2)	22	4 (4)	26	5 (5)	9	2 (2)		
15	Female	NOT SAMPLED													
	Male														
17	Female	1	0 (0)	3	1 (1)	2	1 (1)	2	1 (1)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	5	1 (1)	7	2 (2)	4	0 (0)	4	1 (1)	1	0 (0)		
Branch Officers														6	6 (6)

Table 2.1d

LOCAL AUTHORITY BRANCH NO. 2: TARGET SAMPLING FRAME (Actual Sampling Distribution shown in brackets)

CONSTITUENCY		NON - ACTIVISTS: SALARY BANDS: Below £4000 p.a.		£4001 to £6000		£6001 to £8000		£8001 to £10,000		£10,001 to £12,000		Above £12,000		ACTIVISTS	
		Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample	Population	Target Sample
1	Female	1	0 (0)	0	0 (0)	4	1 (0)	0	0 (0)	0	0 (0)	0	0 (0)	2	2 (2)
	Male	0	0 (0)	6	1 (1)	11	2 (0)	31	6 (6)	31	5 (5)	9	2 (2)		
2	Female	0	0 (0)	1	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	1	0 (0)	2	0 (0)	4	1 (1)	2	1 (1)	2	0 (0)		
3	Female	0	0 (0)	2	0 (0)	2	0 (0)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	10	2 (2)	0	0 (0)	5	1 (1)	2	0 (0)		
4	Female	0	0 (0)	22	4 (4)	14	3 (3)	7	1 (1)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	4	1 (1)	4	1 (1)	4	1 (1)	9	1 (1)	4	1 (0)		
5	Female	2	1 (1)	2	0 (0)	5	1 (1)	0	0 (0)	0	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	4	1 (1)	1	0 (0)	14	3 (3)	5	1 (1)		
6	Female	0	0 (0)	2	1 (1)	0	0 (0)	0	0 (0)	1	0 (0)	0	0 (0)	1	1 (1)
	Male	0	0 (0)	0	0 (0)	0	0 (0)	2	0 (0)	5	1 (1)	2	1 (1)		
7	Female	6	1 (1)	13	3 (3)	6	0 (0)	10	3 (3)	1	0 (0)	0	0 (0)	3	3 (3)
	Male	0	0 (0)	3	0 (0)	5	1 (1)	14	3 (3)	9	2 (2)	4	1 (1)		
8	Female	1	0 (0)	27	4 (4)	22	4 (4)	10	2 (2)	4	0 (0)	0	0 (0)	2	2 (2)
	Male	0	0 (0)	0	0 (0)	6	0 (0)	5	2 (2)	20	4 (4)	7	1 (1)		
Branch Officers														8	8 (8)

ATTITUDE THEORY AND DEVELOPMENT OF SELF ADMINISTERED QUESTIONNAIRE

THE ATTITUDE THEORY UTILISED

Attitudes and Action

Attitude theory is a complex area and in social science has a controversial history. Perhaps the most controversial aspect is the assumed link between attitudes and action, where there are two contrasting viewpoints.

One view, the so-called probability concept (De Fleur and Westie 1963) denies any link between attitudes as mental acts and consequent action. (Whicker 1969 and 1971, Abelson 1972, Schuman and Johnson 1976). Attitudes are conceptualised as little more than shorthand descriptions of action itself; more precisely, as explanatory phrases used to explain behavioural consistencies. Advocates of this view maintain that situation influences action far more than any hypothesised internal mental process, which is in any event neither observable or measurable.

In contrast is the latent process conceptualisation (Campbell 1963, Newcomb et al. 1964, Kelman 1974, Fishbein and Ajzen 1974 and 1975, Ajzen and Fishbein 1977). As the name implies, this views mental processes as the spur to action. It is perhaps exemplified in Allport's definition of attitude as:-

"a mental and neural state of readiness, organised through experience, exerting a directive or dynamic influence upon the individual's response to all objects or situations with which it is associated."

(Allport 1935, p 45)

The conceptualisation does not assert that attitudes completely determine action. Rather the stance usually adopted is a mediationalist one (McGuire 1969). Both attitudes and the holder's perception of the situation itself are seen as influential (Lemon 1973). Indeed, attitudes are seen as having a functional usefulness in guiding action which is responsive to the situation encountered (Smith, Brunher and White 1956, Katz and Stotland 1959, Katz, McClintock and Sarnoff 1957, Lane 1969, Sarnoff, Katz and McClintock 1954, Katz 1960). Here, there is strong empirical evidence which suggests that providing both attitude and situation are defined and measured with care, the approach gives a very useful way of explaining action. (Ajzen and Fishbein 1977, Oskamp 1977, Fazio and Zana 1981, Petty and Cacapio 1982, Kleinke 1984). This conceptualisation of attitude is used throughout the investigation.

<u>The Theory Adopted</u>

The attitude theory adopted for this investigation is that of Fishbein and Ajzen. Although the theory is mathematical, its conceptual implications are probably more significant than the mathematical treatment it allows. The general equation is:

$$A = \sum_{i=1}^{n} b \quad e$$

Where A = the attitude towards some object o .

b = the belief i about o i.e. the subjective probability that o is related to attribute i.

e = the evaluation of i

n = the number of beliefs

(Fishbein and Ajzen 1975, p 29)

It is important to note that the theory akcnowledges the role of both beliefs and values in attitude formation. Values are what the individual desires to be true. They can be expressed in terms of ultimately desirable goals or end states (terminal values) or modes of conduct (instrumental values). As such they invariably contain some action tendency (Rokeach 1973).

Beliefs although guides to action, do not in themselves either push or pull the actions of the individual. In essence they are assumptions on the part of the individual about what he/she knows (or thinks they know) of the world. As such they are probablistic i.e. that an object exists, that it possesses certain attributes and is related to other objects in certain ways. Future oriented beliefs are a special category which we can call for convenience expectancies (Schiebe 1970). In terms of action, expectancies have an important role in influencing choices which the individual feels are open to him or her.

Attitudes can be regarded as a blend of beliefs and values i.e. in addition to having criteria for judging the worth of objects (values) and assumptions about the objects themselves (beliefs) the individual will have positive or negative feelings about many of the objects.

For empirical purposes this approach has a number of useful features:-

i. It is probable that an attitude object has more than one attribute by which it is evaluated by the attitude holder. This takes us well beyond the simple notion of hypothesising (and trying to measure) an overall attitude to an object. Since the overall attitude is the sum of sub-attitudes to different attributes, it becomes essential to identify the attributes themselves.

ii. It is theoretically possible (and distinctly probable) that some attributes are evaluated positively and others negatively. Whether or not the overall attitude to the object is positive or negative will depend upon

   a. The strength of belief that the object has a certain attribute.

   b. The strength of negative or positive evaluation of the attribute.

iii. In the integration of beliefs and values into the theory of attitude formation there is an implicit recognition that although attitudes are themselves relatively permanent, they can change in the face of new knowledge.

DEVELOPMENT OF DATA COLLECTION INSTRUMENT

General Considerations

A basic choice was between Deterministic and Probabalistic scaling methods (Lemon 1973). The former, of which cumulative scales are the most common type (Guttman 1944, 1950, 1968) are based upon a single firm assumption. Namely, that those holding a given attitude will invariably endorse an opinion item representative of the attitude itself. Thus items in the scale are cumulative in their potential for endorsement and a perfectly constructed scale is totally unidimensional. Here it is pertinent to note that the assumptions of unidimensionality and item endorsement have been highly criticised (Torgerson 1968, Chilton 1966, Schooler 1968).

Probability scaling models make no such assumption of the inevitability of item endorsement. They assume simply that the probability of endorsement increases with the strength of the attitude (Lemon 1973). Of these methods the most commonly used are Consensual Location Scales (Thurstone and Chave 1929) and Summative Scales (Likert 1932).

Thurstone methods purport to produce scales which are unidimensional and of approximately equal intervals of measurement. However, although probably unidimensional; evidence suggests that scale intervals are far from equal (Hovland and Sherif 1952). Moreover, scale construction and piloting is extremely laborious (Lemon 1973).

Likert scales on the other hand, are far less complicated to produce (Edwards and Kenney 1946) and they have reliabilities slightly higher than comparable Thurstone scales (Oppenheim 1978). In their simplest form, the scales are far from unidimensional and stringent analysis procedures are required to establish the extent to which this assumption can be made (Scott 1968). In addition, because the same score can be obtained by many different combinations of individual item endorsement, the neutral point separating positive and negative attitudes is very hard to establish.

For the particular conceptualisation of attitudes used in this investigation, unidimensionality is not required. Indeed sub-dimensions of attitudes to salient features of an object are considered to have far greater explanatory potential. In addition rank ordering of attitude values is sufficient for most analytical purposes in the study. The Likert method was therefore considered to have no great disadvantages compared with other scaling techniques.

DEVELOPMENT

This took place in three distinct stages. These are described in the order in which they occurred.

Stage 1 - Identification of Salient Dimensions of Judgement for Attitude Objects.

Because the theory utilised is multi-dimensional it was necessary to identify those attributes of the object which are salient and against which judgements are made.

In respect to attitudes measured in this investigation, there is a wealth of evidence cited in chapter 3 which indicates that the relevant attitude objects are work and trade union. There are some additional clues as to what might be salient dimensions along which the objects are judged. However, the evidence is not definitive and the investigation confines itself to employment in the public service situations. Here there is some evidence to suggest that the dimensions of judgement may be different from elsewhere (Blank 1985). It was therefore, felt that attitude scales needed to be developed from basic principles, starting with identification of salient dimensions of judgement. The method adopted for this was the use of Repertory Grid techniques (Kelly 1955).

Strictly speaking, these techniques were originally devised as a method of prsonality assessment (Bannister and Muir 1968, Bannister and Fransella 1971) and have additionally been used as an attitude measuring device in their own right (Fransella and Bannister 1967). Nevertheless if viewed conceptually, the repertory grid has more basic uses. It is

..........*"an instrument designed to elicit from individuals which characteristics (dimensions) they use to categorise a certain aspect of their environment and how these relate to one another."*

(Thompson 1982)

It is this dimension identification function which makes the technique of value when designing a scale from basic principles. Moreover although comparatively rare, there are examples of its use in this way. (Bieri 1955, Bieri et al. 1966, Tripondi and Bieri 1963, Triandis 1959a, b and c, Nash 1973).

In this instance the technique was used on a sample of people from NALGO organised services (15 stewards and 28 rank and file members) with the following procedure adopted:-

1. Respondents were asked to name a number of different organisations with which they were, or had been, associated. Clearly a wide range of answers was obtained but care was taken (sometimes with prompting) to include work organisations and trade unions in the list.
2. Each organisation named was entered on a numbered card.
3. Cards were selected in triads and shown to the subjects who were asked to name some important way in which two of the organisations were similar but differed from the third.
4. Descriptions of the pair and single were entered onto the grid. This is shown in summary form in table 3.1 where only those dimensions of judgement appertaining to work and trade union are given.

The procedure provided a method of deriving constructs used together with their relative frequency of occurrence in the sample. Thus if a total scale of say twelve items was to be constructed and this was to consist of four dimensional sub-

Table 3.1

CONSTRUCTS TO WORK AND TRADE UNION DERIVED BY REPERTORY GRID TECHNIQUES

	CONSTRUCTS		RESPONDENTS USING CONSTRUCT				TENTATIVE CONSTRUCT NAME
			NON-ACTIVISTS N = 28		ACTIVISTS N = 15		
	2 ORGANIZATIONS THE SAME	ONE DIFFERENT	No.		No.		
WORK	Tasks performed are interesting	Uninteresting	16		7		Intrinsic Expectations and Rewards
	Gets Satisfaction from using skills/abilities	No satisfaction	8		9		
	Gives opportunity to rise to a higher position	No opportunity	18		11		Mobility Expectations and Rewards
	Good financial rewards	Low/nil financial rewards	16		8		Extrinsic Expectations and Rewards
	Gives good fringe benefits	Low/nil fringe benefits	9		6		
	Tasks performed are highly supervised	Left alone to do job	15		10		Freedom from Supervision
	Those above fair in their treatment of those lower down	Unfair	21		12		Fairness of Management and Supervision
	Can trust the word of those above	Untrustworthy	16		14		Trustworthiness of Management and Supervision
	Would want to remain member	Want to leave	13		6		Commitment to Remaining
TRADE UNION	Activities prompted by Political considerations *	Apolitical	24		8		Political involvement of trade unions
	Concerns itself with irrelevant matters *	Relevant	10		5		Issues definition by trade unions
	Involved with fringe causes i.e. Gay Rights	Not	15		6		Macro social activities of trade unions

Table 3.1 (Cont.)

CONSTRUCTS TO WORK AND TRADE UNION DERIVED BY REPERTORY GRID TECHNIQUES (CONT)

	CONSTRUCTS		RESPONDENTS USING CONSTRUCT				TENTATIVE CONSTRUCT NAME
			NON-ACTIVISTS N = 28		ACTIVISTS N = 15		
	2 ORGANIZATIONS THE SAME	ONE DIFFERENT	No.		No.		
TRADE UNION (CONT.)	Undemocratic Decision Making *	Democratic	19		11		Consultation of R & F Interests
	Concerned with matters of low importance *	Concerned with matters of high importance	20		6		Issues Definition
	Protection for individual in trouble	Does not	16		9		Protector of Individual
	Tries to get all to act together	Does not	17		12		Collective Emphasis
	Get sense of security or feel safe from being member	No security	18		12		Security/Succorance
	Tries to improve respondents lot	Does not	8		6		Improvement of Conditions
	Stops things getting worse	Does not	14		7		Defender of status-quo
	Enables pursuance of cases without individual ruining own prospects	Wants everyone to stand-up and be counted	14		11		Depersonalisation in issues pursuance
	Too militant or aggressive	Not militant enough	15		9		Opposition to employer
	Those who run and organize the organization/association	Not	23		1		Activists
	Those whom organization acts on behalf of	Not	0		15		Non-Activists

NOTE: * Reverse for Activist Respondents scales, it could be decided how many items each one should contain.

Stage 2 - Collection of Attitude Statements: Scale Construction and Piloting

It is important that attitude statements are meaningful, interesting and real-world as possible (Oppenheim 1978, p 113). Although somewhat laborious, the purest way to ensure this is to collect statements from pilot interviews with subjects typical of those to whom the final scale will be applied (Edwards 1957). This procedure was followed.

Using the constructs obtained in stage 1 as topics, in-depth interviews were conducted with 17 non-active and 13 activist NALGO members. Since attitudes to formality in industrial relations was to be a part of the final questionnaire this topic was also discussed. Where respondents consented, interviews were taped to make recording of responses simpler. The interviews yielded a total of 257 usable attitude statements.

The statements were combined into a number of questionnaire scales. Appended to one of the questionnaires were items designed to tap the relative salience of a number of different issues to which respondents could be exposed. These items had little basis in prior pilot work and were thus a matter of theoretical consideration. Their inclusion was prompted by the need to obtain some early indication of the most readily understandable form in which these questions could be presented.

These preliminary scales were piloted on a total of 78 members drawn from five different NALGO organised services (47 non-activists and 31 activists). Sub-scale topics and numbers of items in each case are given in table 3.2.

Data from the completed scales was first factor analysed using varimax rotation to orthogonal structures. The purpose of this was to determine whether or not all the sub-scales shown in table 3.2 were identifiable as homogeneous, discrete dimensions. A number were found to have a sufficient degree of overlap with other sub-scales as to make their use as discrete dimensions unjustifiable. These were incorporated into other sub-scales.

The next analytical step was to conduct item analysis and examine for internal consistency. To do this, each item was correlated with its whole and sub-scale score minus the item score itself. From this analysis those items with the highest internal consistencies (as reflected by correlation coefficients) were selected for potential inclusion in the final scales.

The final selection itself was not however made on the basis of high correlation coefficients alone. To give some protection against response sets there was a need to have roughly equal numbers of positively and negatively worded statements to the same attribute. (Cronbach 1950, Couch and Kenniston 1960).

SUB-SCALES AND ITEMS ON PILOT QUESTIONNAIRES

COMMON TO ACTIVIST AND NON-ACTIVIST QUESTIONNAIRES

Expectations of Work in General

Work as source of social mobility	8 items
Intrinsic rewards	7 items
Extrinsic rewards	13 items
Freedom from supervision	7 items

Attitudes to Specific Employment Situation

Attitude to social mobility prospects	7 items
Attitude to provision of intrinsic rewards	9 items
Attitude to provision of extrinsic rewards	7 items
Attitude to management/supervision-fairness	7 items
Attitude to management/supervision-trustworthiness	7 items
Attitude to remaining	7 items

Attitudes to Trade Unions in General

Attitude to Macro-Social Involvement of T.U.'s	9 items
Attitude to Political Involvement of T.U.'s	9 items
Attitude to T.U.'s as definers of issues	9 items

Attitudes to NALGO as a Whole

Attitude to NALGO as a definer of issues	6 items
Attitude to NALGO as a source of security	5 items

Attitude to Workplace Trade Union

As a consulter of member opinion	7 items
As a definer of appropriate issues	9 items
As a protector of the individual	5 items
As a mobilizer of collective action	6 items
As a source of security	8 items
As an improver of conditions	7 items
As a defender of the status-quo	7 items
As a depersonaliser in issues pursuance	7 items
As an opposition to the employer	7 items

BOTH QUESTIONNAIRES IS SCALES

IS1	Preliminary Issues Salience list
IS2	Desire for consultation on issues
IS3	Perceived best methods of consultation
IS4	Perceived influence on issue types
IS5	Perceived best method of exerting influence.

NON-ACTIVIST QUESTIONNAIRE ONLY

Attitude to Activists

Confidence in abilities to represent	7 items
As a source of information	6 items
To leadership exercised	6 items
As a delegate	6 items
As an opposer/Watchdog	6 items
As a mediator twix members and Trade Union	6 items

ACTIVIST QUESTIONNAIRE ONLY

Attitude to Activist Role	
As a source of intrinsic satisfactions	9 items
As a source of conflicting loyalties	10 items
As an opportunity to exercise power	5 items
As an opportunity to counter management	4 items
Attitudes to Non-Activists	
Their loyalty to Trade Union	8 items
Their motivations	4 items
Their awareness	8 items
Their competence	6 items
Their appreciation of activists	5 items
Attitudes to Formality in Industrial Relations	16 items

PAGE
MISSING
IN
ORIGINAL

INTERNAL CONSISTENCY OF QUESTIONNAIRE ITEMS

	Item Nos	Mean All	Mean NA	Mean A	r to Minor Scale	r to Major Scale
PART A - ATTITUDES TO WORK						
Source of social mobility	1	3.09	3.00	3.24	0.580	0.590
	9	2.32	2.31	2.33	0.468	0.440
Source of Intrinsic Satisfaction	17	2.57	2.46	2.76	0.563	0.513
	15	2.20	2.09	2.38	0.444	0.420
Source of Extrinsic Satisfaction	2	2.80	2.71	2.95	0.398	0.480
	12	2.79	2.71	2.91	0.535	0.463
Freedom from Supervision	5	2.55	2.57	2.54	0.413	0.502
	19	3.04	3.03	3.05	0.419	0.347
SCALE A2 - SPECIFIC WORK EXPERIENCE						
Social Mobility Prospects	4	3.25	3.34	3.72	0.581	0.516
	14	2.04	2.17	1.81	0.554	0.478
	21	2.61	2.54	2.76	0.613	0.607
Fairness of Mgt/Supervision	6	2.75	2.97	2.38	0.627	0.594
	11	2.64	2.74	2.48	0.594	0.601
	16	2.89	3.03	2.67	0.709	0.702
	22	3.20	3.40	2.86	0.713	0.659
Trustworthiness Mgt/Supervision	20	2.95	3.11	2.67	0.516	0.443
	24	3.05	3.23	2.76	0.705	0.663
	25	3.13	3.17	3.05	0.561	0.507
Intrinsic Rewards Provision	7	3.48	3.54	3.38	0.543	0.574
	18	3.20	3.26	3.10	0.608	0.587
	26	3.21	3.37	2.95	0.635	0.569
	28	3.07	3.20	2.86	0.735	0.692
Extrinsic Rewards Provision	10	2.95	3.11	2.67	0.550	0.557
	23	3.09	3.37	2.62	0.722	0.752
	27	2.57	2.51	2.67	0.629	0.592
Commitment to Remaining	13	3.30	3.46	3.05	0.423	0.434
	8	3.25	3.43	2.95	0.616	0.579
	3	2.64	3.74	2.48	0.443	0.465
PART B - ATTITUDES TO TRADE UNIONS						
SCALE B1 - TRADE UNIONS IN GENERAL						
Their Political Activities	1	2.50	2.34	2.76	0.851	0.801
	4	2.57	2.51	2.67	0.716	0.720
	9	2.30	2.23	2.33	0.817	0.763
	11	3.13	2.97	3.38	0.794	0.759
	13	3.09	2.86	3.48	0.800	0.774
As Definers of Issues	7	3.23	3.14	3.38	0.714	0.757
	14	2.00	1.91	2.14	0.653	0.623
Their Macro-Social Activities	3	2.91	2.63	3.38	0.802	0.735
	5	3.20	2.83	3.81	0.855	0.831
	8	2.89	2.54	3.48	0.909	0.909
To NALCO as Whole	2	3.14	3.03	3.33	0.605	0.781
	6	3.57	3.23	4.14	0.517	0.625
	10	2.86	2.94	2.71	0.591	0.645
	12	2.86	2.71	3.10	0.547	0.553

SCALE B2 TRADE UNIONS AT WORK - ACTIVIST VERSION	Item Nos	Mean All	Mean N.A.	Mean A	r to Minor scale	r to Major scale	
As source security/succorance	2				0.622	0.713	
	4				-0.613	-0.682	
	36				0.839	0.701	
	40				0.673	0.698	
	47				0.534	0.573	
As Consulter of Interests	6				0.614	0.693	
	9				0.667	0.722	
	23				0.544	0.683	
	24				0.581	0.612	
	31				0.620	0.755	
Its Individual vs Collective Aspects	3				0.900	0.889	
	10				-0.621	-0.766	
	22				0.514	0.597	
	34				0.639	0.588	
	38				0.631	0.493	
Its Agressivenses of Approach	1				-0.940	-0.888	
	8				0.722	0.774	
	21				0.841	0.911	
	29				0.513	0.632	
	30				0.812	0.766	
To Activist Rule - Route to Intrinsic Satisfaction	5			3.86	0.610	0.727	0.420
	11			3.38	0.721	0.597	0.630
	14			4.14	0.586	0.546	0.486
	26			3.67	0.863	0.793	0.633
To Activist Role - Its Power Oppositional Aspect	7			4.52	0.563	0.696	0.498
	12			3.81	0.555	0.708	0.645
	18			3.86	0.710	0.788	0.510
	32			2.43	0.683	0.795	0.310
To Non Activists - Their Loyalty to T.U.	25			2.71	0.732	-0.321	0.633
	27			2.33	0.709	-0.218	0.698
To Non-Activists - Their Motives	13			2.62	0.547	-0.494	0.476
	19			2.81	0.819	-0.592	0.637
	43			2.48	0.794	+0.234	0.479
To Non-Activists - Their Awareness	15			2.10	0.767	-0.449	0.677
	33			2.71	0.802	-0.652	0.899
	41			2.62	0.732	-0.237	0.672
To Non-Activists - Their Competence	37			2.24	0.504	-0.410	0.511
	44			2.43	0.693	-0.539	0.597
	50			2.24	0.794	-0.585	0.479
To Non Activists - Their Appreciation of T.U.	17			2.00	0.824	-0.586	0.784
	46			2.33	0.556	+0.294	0.563
	48			2.10	0.595	-0.265	0.572
To Formality in I.R.	16			3.43			0.522
	20			2.81			0.492
	28			3.38			0.668
	35			3.52			0.708
	39			3.24			0.579
	42			3.71			0.558
	45			3.52			0.652
	49			3.24			0.704

SCALE B2 TRADE UNIONS AT WORK - NON ACTIVIST VERSION	Item Nos	Mean All	Mean N.A.	Mean A	r to Minor Scale	r to Major Scale	
As source of security/succorance	2	3.79	3.71	3.91	0.622	0.694	
	4	2.27	2.37	2.10	-0.613	-0.531	
	20	3.80	3.66	4.05	0.839	0.652	
	24	2.93	3.05	2.71	0.673	0.641	
	26	3.52	3.29	3.51	0.534	0.509	
As a Consulter of Interests	8	3.18	3.49	2.67	0.614	0.540	
	18	3.54	3.49	3.62	0.667	0.698	
	21	3.61	3.29	3.86	0.544	0.616	
	25	3.21	3.29	3.10	0.581	0.736	
	29	2.91	3.09	2.62	0.620	0.580	
Its Individual vs Collective Aspects	3	2.41	2.40	2.43	0.900	0.911	
	9	1.82	1.83	1.81	-0.621	-0.712	
	17	3.59	3.69	3.43	0.514	0.554	
	19	2.45	2.29	2.71	0.639	0.640	
	30	3.25	3.09	3.52	0.631	0.531	
Its Agressiveness of Approach	1	1.80	2.00	1.48	-0.940	-0.622	
	7	3.88	3.86	3.91	0.722	0.822	
	11	3.16	3.17	3.14	0.841	0.940	
	13	3.00	2.77	3.38	0.513	0.488	
	16	4.02	3.89	4.24	0.812	0.851	
To Activists - Confidence In	5		3.71		0.744	0.631	0.647
	6		3.49		0.756	0.808	0.908
	22		3.60		0.699	0.787	0.754
To Activists - As Source of Info/Consulter	10		3.40		0.806	0.815	0.991
	12		3.74		0.864	0.807	0.972
	14		3.63		0.896	0.874	0.880
	23		3.57		0.853	0.877	0.840
To Activists - As Leadership	15		3.63		0.621	0.610	0.511
	27		2.14		0.704	0.612	0.402
	28		2.56		0.814	0.880	0.414

ATTITUDES TO WORK - PRINCIPAL FACTOR LOADINGS (Loadings below 0.10 Omitted)

Pilot Sample of Activists plus Non-Activists N = 66

Scale Item Numbers	FACTON NUMBER 1 Expectations of Mobility Prospects	2 Expectations of Intrinsic Satisfactions	3 Expectations of Extrinsic Satisfactions	4 Freedom from Supervision	5 Receipt of Mobility Prospects	6 Receipt of Intrinsic Satisfactions	7 Receipt of Extrinsic Satisfactions	8 Fairness of Management/ Supervision	9 Trustworthiness of Management/ Supervision	10 Commitment to Remaining
1	0.74									
2	0.10	0.11	0.53							
3										0.88
4					0.56	0.11	0.10			
5		0.13		0.59						
6								0.72		
7						0.62		0.08		
8						0.11				0.44
9	0.56	0.13	0.10							
10					0.14	0.11	0.46			
11								0.61		
12			0.72							
13					0.10					0.55
14					0.54	0.10	0.13			
15		0.67								
16						0.10		0.52	0.11	
17	0.12	0.61								
18						0.58			0.11	
19				0.68						
20									0.66	
21					0.49		0.12			
22								0.60	0.11	
23					0.12		0.57			
24								0.12	0.61	
25								0.17	0.58	
26						0.57		0.11		
27					0.10		0.49			
28						0.40		0.11	0.10	

Reliability Coefficients (Cronbachs Alpha): Expectations of Work Scale (Factors 1 to 4) 0.899
Work Experience Scale (Factors 5 to 10) 0.848
Total Scale 0.900

ATTITUDES TO TRADE UNIONS IN GENERAL -
PRINCIPAL FACTOR LOADINGS (Loadings below 0.10 omitted)

Pilot Sample of Activists plus Non-Activists N = 66

Scale Item Number	FACTOR NUMBER			
	Political Activities	Issues Definers	Macro-Social Activities	NALGO
1	0.51		0.19	
2				0.54
3			0.67	
4	0.47		0.11	
5			0.67	
6			0.10	0.49
7		0.47		0.11
8			0.50	0.21
9	0.59			
10		0.10		0.55
11	0.72			
12		0.11		0.45
13	0.54			
14	0.11	0.53		0.10

Reliability Coefficient (Cronbachs Alpha) 0.923

NON-ACTIVIST ATTITUDES TO TRADE-UNION AT WORK: PRINCIPAL FACTOR LOADINGS (Loadings below 0.10 omitted)

Pilot Sample of Non-Activists N =37

Scale Item Number	FACTOR NUMBER 1 Trade Union as source of Security/Succorance	2 Trade Union as Consulter of Interests	3 Collective aspects of Trade Union	4 Aggressiveness in Trade Union	5 Confidence in Activists	6 Activists as Consulters/ Informers	7 Activists as Leaders
1				0.56			
2	0.52				0.11		
3			0.51				
4	0.58						
5					0.53	0.10	
6					0.81		
7				0.55			
8		0.55					
9			0.66				
10						0.61	
11				0.79			
12						0.64	
13			0.16	0.49			
14						0.81	
15							0.51
16			0.17	0.62			
17		0.15	0.46				
18		0.67	0.10				
19			0.51				
20	0.60	0.11					
21	0.10	0.55					
22					0.56		
23						0.71	
24	0.51		0.10				
25		0.50			0.10		
26	0.49					0.17	
27							0.65
28							0.58
29		0.56				0.12	
30			0.67				

Reliability Coefficient (Cronbachs Alpha) = 0.832

ACTIVIST ATTITUDES TO TRADE UNION AT WORK: PRINCIPAL FACTOR LOADINGS (Loadings below 0.10 Omitted)

Pilot Sample of Activists N = 29

Scale Item Number	FACTOR NUMBER 1 Trade Union as source of Security/Succorance	2 Trade Union as Consulter of Interests	3 Collective Aspects of Trade Union	4 Aggressiveness in Trade Union	5 Activist Role as source of Intrinsic Satisfactions	6 Activist Role Power/Oppositional Aspects	7 Non-Activists Loyalty to Trade Union	8 Non-Activists Motives	9 Non-Activists Awareness	10 Non-Activists Competence	11 Non-Activists Appreciation of Trade Union Efforts	12 Formality in Industrial Relations
1			0.10	0.42								
2	0.66											
3			0.48									
4	0.51											
5					0.55							
6		0.56										
7						0.63						0.15
8			0.15	0.56								
9		0.49										
10			0.77									
11					0.52							
12						0.66						
13								0.59				
14					0.55							
15									0.85			
16												0.71
17											0.65	
18						0.66						0.10
19								0.66				
20												0.74
21			0.10	0.48								
22			0.39	0.17								
23		0.66										
24		0.81										
25							0.62	0.21				
26					0.66							
27							0.60		0.10			
28									0.10			0.51
29				0.61								0.10
30				0.50	0.11							
31		0.45	0.18									
32						0.58					0.19	
33									0.61			
34				0.45								
35												0.69
36	0.71											
37										0.63		
38				0.83								
39									0.20			0.44
40	0.49		0.17									
41									0.86			
42									0.11			0.53
43								0.72				
44									0.62			
45			0.14									0.54
46											0.63	
47	0.57											
48											0.62	
49				0.10								0.51
50									0.72			

Reliability Coefficients (Cronbachs Alpha)
Trade Union at Work (Factors 1 to 11) 0.807
Formality in Industrial Relations (Factor 12) 0.913
Total Scale 0.868

orientation itself is unobservable. Question wording only indicates face validity.

There are seldom, if ever, any foolproof criteria against which it is possible to judge whether or not the scale taps the attribute. In effect assessing validity is a matter of asking whether a score does actually correspond to the presence of some meaningful trait or construct (Thorndike and Hagen 1977). This rather unsatisfactory situation has led to the concept of construct validity (Cronbach 1960). Here the question is asked "is there evidence to suggest that the instrument which purports to measure the presence of trait 'X' really does measure it."

To a large extent, face validity coupled with factor analysis, showing the existence of discernable sub-scales indicates that basic source dimensions exist and have been identified. This gives some evidence of the ability to tap a meaningful mental attribute together with the irreducible components of the attribute itself. Examination of the sub-dimensions and the way they hang together then tells us the identity of the attitude object. This approach has been called that of ensuring factorial validity (Guilford and Fruchter 1978).

A second approach is that of examining whether or not the instrument correlates strongly with already validated instruments. This "concurrent validity" approach can be highly laborious and requires many willing subjects with time to spare. However, there is a rather weaker, less demanding but nevertheless appropriate way of doing the same thing. Namely to demonstrate that similar patterns of results are obtained from the instrument, to those emerging from prior research which used and measured the same concept.

The piloting of the final questionnaire demonstrated some of these similarities with prior empirical evidence. However, pilot samples were small and caution needs to be exercised in claiming results as definitive evidence of validity. Fieldwork in which much larger samples were used provides more complete evidence of concurrent validity and this is given in Appendix M3.2.

INSTRUCTIONS FOR COMPLETING QUESTIONNAIRE

PLEASE READ THIS CAREFULLY
* * * * * * * * * * * * * *

The questionnaire is in three main sections. Each one can be completed separately BUT it is important that once you have started a section you work through that section until its end.

The questionnaire starts by asking you to fill in some simple biographical details about yourself.

The next two parts (sections A and B) ask you to indicate how much you agree or disagree with a number of statements of opinion about work and trade unions. Although you may feel that none of the boxes exactly expresses your opinion, please do tick the one of them that you feel is the nearest. It is better not to linger too long over each statement; what is sought is your first reaction to each one.

The final part of the questionnaire asks you to rank the priority of a number of issues and cases that a branch could become involved in. When completing this part try to think in terms of how you would like to see your own branch conduct matters. Once again you may feel that the questions do not exactly allow you to express the priority order that you think should exist. If this is the case, go ahead and complete the questionnaire as it stands but feel free to write any additional comments you may want to make on the back of the last page.

Finally, please ignore any numbers in circles. For example:- 4
These are merely there for office use after the questionnaire has been filled-in.

Page 1

HIGHLY CONFIDENTIAL

SURVEY ON WORK AND TRADE UNIONS

FOR THE QUESTIONS BELOW PLEASE PUT A TICK IN THE BOX ATTACHED TO THE MOST APPROPRIATE ANSWERS

1. Which Department do you work in?

☐	01	☐	11
☐	02	☐	12
☐	03	☐	13
☐	04	☐	14
☐	05	☐	15
☐	06	☐	16
☐	07	☐	17
☐	08	☐	18
☐	09	☐	19
☐	10	☐	20

2. What type of work do you do?

Clerical	☐	1	Technical or Scientific	☐	4
Finance/Accountancy	☐	2	Supervisory/Management	☐	5
Sales/Marketing	☐	3	Engineering	☐	6

3. Sex? Female ☐ 1 Male ☐ 2

4. Approximate gross salary?

Below £4000 p.a.	☐	1	Between £8000 and £10,000 p.a.	☐	4
Between £4000 and £6000 p.a.	☐	2	Between £10,000 and £12,000 p.a.	☐	5
Between £6000 and £8000 p.a.	☐	3	Above £12,000 p.a.	☐	6

5. What is the highest educational qualification you hold? (tick one box only)

None	☐	1
Vocational Certificates, R.S.A., C.S.E., O-level or equivalent	☐	2
O.N.C., O.N.D., A-level or equivalent	☐	3
H.N.C., H.N.D., First Degree or equivalent	☐	4
Higher Degree or equivalent	☐	5

6. How long have you worked for your current employer?

Less than 1 year	☐	1	3 to 5 years	☐	3	10 to 15 years	☐	5
1 to 3 years	☐	2	5 to 10 years	☐	4	15 or more years	☐	6

7. How long have you been a member of NALGO?

Less than 1 year	☐	1	3 to 5 years	☐	3	10 to 15 years	☐	5
1 to 3 years	☐	2	5 to 10 years	☐	4	15 or more years	☐	6

8. Have you ever held offide in the union as a Steward/Representative or Branch Officer?

Yes ☐ 1 No ☐ 2

9. Are you currently a Steward or Representative?

Yes ☐ 1 No ☐ 2

10. Are you currently a Branch Officer?

Yes ☐ 1 No ☐ 2

Page 2

SECTION A - VIEWS ON WORK

GIVEN BELOW ARE A NUMBER OF STATEMENTS OF OPINION ABOUT WORK. SOME ARE CONCERNED GENERALLY WITH WHITE-COLLAR WORK - THAT IS SALARIED STAFF OR NON-MANUAL OCCUPATIONS; OTHERS REFER MORE SPECIFICALLY TO FEELINGS THAT COULD EXIST ABOUT DOING A PARTICULAR JOB OR WORKING FOR A SPECIFIC EMPLOYER. PLEASE INDICATE HOW MUCH YOU AREE WITH EACH ONE BY TICKING THE APPROPRIATE BOX.

	⑤ I definitely agree	④ On balance I agree	③ I neither agree nor disagree	② On balance I disagree	① I strongly disagree
1 I would always want to stay in the white collar field because of its better promotion opportunities.					
2 So far as I can see manual jobs are now far better paid than white collar work.					
3 I would be quite happy to remain in this organisation for the rest of my working life.					
4 Here the only people who get promoted are those who toe the line and dont make waves.					
5 You cant really supervise people in white collar work too tightly because the jobs vary so much.					
6 Management and supervisors here are very bad at dealing with the people beneath them.					
7 There are a lot of very interesting and satisfying jobs in this organisation.					
8 It is always in the back of my mind that I shall leave this organisation as soon as I can.					
9 To me promotion prospects are the biggest incentive to being in a white collar job.					
10 Pay here is unfair, lower grades have to work much harder for less money than those up above.					
11 Management and supervisors here are mostly very good at their jobs.					
12 For the most part white collar jobs are better paid than other types.					
13 Remaining in this organisation for the rest of my working life would be like being buried alive.					
14 In the organisation I work for, promotion opportunities are very good.					
15 Being in a white collar job gives you a sense of being somebody in this world.					
16 In dealing with their staff, managers here just seem to exist at two extremes - either they dont manage at all or want to be absolute autocrats					
17 To me the status of white collar work is a very important part of its attraction.					
18 In this organisation there is little satisfaction in doing a job well because nobody cares if you do or not.					
19 To me one of the greatest values of white collar work is not being supervised too much.					

	(5) I definitely agree	(4) On balance I agree	(3) I neither agree nor disagree	(2) On balance I disagree	(1) I strongly disagree
20 Management and supervisors here will only keep promises to you so long as they dont come under pressure from the people above them.					
21 Promotion here is fair - it depends on ability alone.					
22 Managers and supervisors here dont really know or care what goes on from day-to-day.					
23 There is a lot of security in jobs here.					
24 Here the word of most managers and supervisors can only be trusted to a very limited extent.					
25 As individuals, most managers and supervisors here will always keep a promise they have made to you.					
26 People get little real satisfaction from their jobs in this organisation.					
27 Pay here seems to be above that for similar jobs elsewhere.					
28 People are unimportant here - nobody would miss you if you just disappeared.					

SECTION B - VIEWS ON TRADE UNIONS

GIVEN BELOW ARE A NUMBER OF STATEMENTS OF OPINION ABOUT TRADE UNIONS. THESE DO NOT REFER SPECIFICALLY TO THE UNION WHERE YOU WORK, BUT GENERALLY REFLECT IDEAS ABOUT TRADE UNIONS IN GREAT BRITAIN. PLEASE INDICATE HOW MUCH YOU AGREE WITH THEM BY TICKING THE APPROPRIATE BOX IN EACH CASE.

	(5) I definitely agree	(4) On balance I agree	(3) I neither agree nor disagree	(2) On balance I disagree	(1) I strongly disagree
1 It is up to the individual not his trade union to support political parties.					
2 It is very hard for the individual to get his voice heard in NALGO.					
3 Only be taking an active part in reforming the whole country can trade unions properly look after their members' interests.					
4 No trade union has a right to use its members money to support a political party.					
5 When trade unions get themselves involved in trying to alter the country they are going beyond their proper job.					
6 By and large I get good value for money for my subscriptions to NALGO.					
7 Trade unions are run by small groups of extremists who only ever pursue what issues they feel are right.					
8 They should stop worrying about big social issues like Nuclear Disarmament and Equal Opportunities and confine themselves to the problems people experience at work.					

Page 4 (Activists only)

	(5) I definitely agree	(4) On balance I agree	(3) I neither agree nor disagree	(2) On balance I disagree	(1) I strongly disagree
9 In the interests of their members, trade unions should link themselves with a political party.					
10 Many of the policies NALGO adopts are totally out of touch with what the members want.					
11 It is very important for the Labour Party to survive and only trade unions can ensure that it does.					
12 I resent being asked by NALGO to give my support to issues on which I have no chance to influence policy.					
13 As social pressure groups, trade unions need a voice in political parties.					
14 Instead of telling their members what to take a stand on, trade unions should start listening to them to find-out what they want.					

GIVEN NOW ARE A NUMBER OF STATEMENTS OF OPINION ABOUT TRADE UNIONS AT WORK. THAT IS THE TRADE UNION BRANCH AND THE SYSTEM OF STEWARDS OR REPRESENTATIVES IN THE EMPLOYMENT SITUATION. WITH RESPECT TO YOUR OWN EXPERIENCE OR WHAT YOU FEEL TO BE TRUE ABOUT THE PLACE AT WHICH YOU WORK PLEASE INDICATE HOW MUCH YOU AGREE WITH THEM BY TICKING THE APPROPRIATE BOX IN EACH CASE.

	(5) I definitely agree	(4) On balance I agree	(3) I neither agree nor disagree	(2) On balance I disagree	(1) I strongly disagree
1 A branch should stand in the sidelines and not actually do anything until the members complain.					
2 It is unrealistic of anybody to have the union take-up their case and at the same time keep out of any unpleasantness this may bring.					
3 Above all the trade union branch is there to look after the individual.					
4 Without a trade union to keep their name out of the limelight most people would be reluctant to stand up for their rights.					
5 I only ever became active in the union because someone asked me to.					
6 The branch does not consult its members about things that affect them anywhere near as much as it should.					
7 The union must avoid at all costs any conflict with management.					
8 Unions exist to find new ways to improve things for members.					
9 My branch does not make enough effort to keep in touch with its members.					

Page 4 (Non-Activists only)

	⑤ I definitely agree	④ On balance I agree	③ I neither agree nor disagree	② On balance I disagree	① I strongly disagree
9 In the interests of their members, trade unions should link themselves with a political party.					
10 Many of the policies NALGO adopts are totally out of touch with what the members want.					
11 It is very important for the Labour Party to survive and only trade unions can ensure that it does.					
12 I resent being asked by NALGO to give my support to issues on which I have no chance to influence policy.					
13 As social pressure groups, trade unions need a voice in political parties.					
14 Instead of telling their members what to take a stand on, trade unions should start listening to them to find-out what they want.					

GIVEN NOW ARE A NUMBER OF STATEMENTS OF OPINION ABOUT TRADE UNIONS AT WORK, THAT IS THE TRADE UNION BRANCH AND THE SYSTEM OF STEWARDS OR REPRESENTATIVES IN THE EMPLOYMENT SITUATION. WITH RESPECT TO YOUR OWN EXPERIENCE OR WHAT YOU FEEL TO BE TRUE ABOUT THE PLACE AT WHICH YOU WORK PLEASE INDICATE HOW MUCH YOU AGREE WITH THEM BY TICKING THE APPROPRIATE BOX IN EACH CASE.

	⑤ I definitely agree	④ On balance I agree	③ I neither agree nor disagree	② On balance I disagree	① I strongly disagree
1 A branch should stand in the sidelines and not actually do anything until the members complain.					
2 It is unrealistic of anybody to have the union take-up their case and at the same time keep out of any unpleasantness this may bring.					
3 Above all the trade union branch is there to look after the individual.					
4 Without a trade union to keep their name out of the limelight most people would be reluctant to stand up for their rights.					
5 If I had a case to be taken up with management I would only ever go to my representative as a last resort.					
6 Too many union representatives want to tell members what to do; instead of taking their instructions from them.					

Page 5 (Activists only)

	5	4	3	2	1
	I definitely agree	On balance I agree	I neither agree nor disagree	On balance I disagree	I strongly disagree
10 Having a union to turn to is very important to the individual					
11 I would never let my union work interfere with the job I am paid to do.					
12 The reason that I am active is to build a strong union that is an effective counter to the power of management.					
13 Most members are too self-centred to take an active interest in the union.					
14 Being active is a highly rewarding thing in terms of personal challenge.					
15 If you did not go out of your way to tell them, most members would never look for themselves to see what is going on around them.					
16 The union should always stick to the steps laid down in the agreements to pursue a case or issue.					
17 As a union representative you have to get used to working for the members and getting no thanks from them.					
18 I became active because I felt that I could not just let things happen without playing a part in them.					
19 To a lot of people here there is something unrespectable about being a member of a union.					
20 It can never be right for the union to break an agreement.					
21 By just acting as an opposition to management, trade unions simply destroy their own credibility.					
22 Even where individuals might lose out a bit, the job of the union is to look after the majority and get its members to act collectively so this happens					
23 It is much too hard here for a member to get the branch to listen to him.					

2

24 My branch does not keep in touch with its members enough to know what they want to take a stand on.					
25 A lot of members actually seem to distrust the union.					
26 Without being active I would not get the chance to use some of the talents and abilities that I possess.					
27 The average member only remembers he is in a union when there is a pay rise being negotiated.					
28 If we dont follow the formal procedures to fight cases, we are just reverting to the law of the jungle.					
29 It would be better for everyone if trade unions cooperated more with management.					
30 The branch should be strong so that the employer wont try to take any of our rights away.					
31 The only time my branch consulats me is after it has made up its own mind how it wants to handle things.					

Page 5 (Non-Activists only)

	(5) I definitely agree	(4) On balance I agree	(3) I neither agree nor disagree	(2) On balance I disagree	(1) I strongly disagree
7 Unions exist to find new ways to improve things for members.					
8 My branch does not make enough effort to keep in touch with its members.					
9 Having a union to turn to is very important to the individual.					
10 My representative always keeps me well informed about what the union is doing.					
11 By just acting as an opposition to management, trade unions simply destroy their own credibility.					
12 My representative always keeps me well informed about things that affect me.					
13 It would be better for everyone if trade unions cooperated more with management.					
14 My union representative is not as good as I would like about keeping me informed about union matters which affect me.					
15 A steward or representative ought to be prepared to back his members against the union.					
16 The branch should be strong so that the employer wont try to take any of our rights away.					
17 Even where individuals might lose out a bit, the job of the union is to look after the majority and get its members to act collectively so this happens.					
18 It is much too hard here for a member to get the branch to listen to him.					
19 The job of the branch is to get people to all think the same way about matters that affect them.					
20 If there was no union here to turn to I would feel a lot more unsure of things.					
21 The only time my branch consults me is after it has made up its own mind how it wants to handle things.					
22 If I had a case to be taken up with management, I would be fully confident in my representative to defend my interests.					
23 I only ever find out anything from my representative if I go out of my way to ask.					

				2

24 Knowing that you cant be victimised and treated badly is why you pay your union subscriptions.					
25 My branch does not keep in touch with its members enough to know on what things they want it to take a stand.					
26 Being a member of a union gives me a sense of security.					
27 A union representative is not the leader of his members, only their spokesman.					

Page 6 (Non-Activists only)

	5 I definitely agree	4 On balance I agree	3 I neither agree nor disagree	2 On balance I disagree	1 I strongly disagree
28 Union representatives should be followers of membership opinion and not to try to be leaders of it.					
29 The branch does not consult its members about things that affect them anywhere near as much as it should.					
30 Getting everybody to act together is what unions are for.					

Page 6 (Activists only)

	5 I definitely agree	4 On balance I agree	3 I neither agree nor disagree	2 On balance I disagree	1 I strongly disagree
32 A competent steward sees himself as an opposition to management.					
33 A lot of the members would not spot something that affected them if it was right under their nose.					
34 The job of the branch is to get people to all think the same way about matters that affect them.					
35 The important thing is winning; so we should only ever stick to the formal procedures if it suits us.					
36 Being a member of a union gives me a sense of security.					
37 If they had a problem with management most members would not be able to properly look after their own interests.					
38 Getting everybody to act together is what unions are for.					
39 I would rather make an informal bargain with management then get bogged down in formal procedures.					
40 I would feel a lot more unsure of things if there was no union here to turn to.					
41 In knowing what affects them, most members might as well be blind.					
42 The formal rules of procedure in industrial relations are a good thing because they firmly lay down how each side must behave.					
43 The average member is too scared of rocking the boat to look after his own interests.					
44 Stewards or representatives should be followers of membership opinion and not try to be leaders of it.					
45 You cant be a good steward or representative if you always stick to procedures.					
46 Very few of the members have any appreciation or thanks for the effort the union puts into looking after them.					
47 Knowing that you cant be victimised and treated badly is what you pay your union subscriptions for.					
48 A steward has to get used to working without the support of his members.					
49 A good steward is one who knows when to ignore the formal rules and procedures.					
50 The average member is too timid to represent his own interests.					

SECTION C - ISSUES AND CASES

C1 A trade union branch can get involved in giving its support to many types of issues and cases. These can roughly be divided into 5 types given below.

FOR THE 5 TYPES PLEASE INDICATE FROM 1 TO 5 THE ORDER OF PRIORITY YOU PERSONALLY FEEL THAT YOUR BRANCH SHOULD ADOPT IN DECIDING WHICH ISSUES AND CASES TO GIVE ITS BACKING TO.

Issue Type	Priority Order
Issues Affecting Individuals i.e. Grievances, Disciplinary Hearings, Regrading Claims, Redeployments in Reorganisations etc.	
Issues Affecting Groups or Departments i.e. Departmental Reorganisations, New Technology and Working Methods etc.	
Service Conditions Issues Specific to the Organisation Where You Work i.e. Redundancy Policies, Hours of Work, Working Conditions/Accommodation	
Service Conditions Issues Affecting the Whole Industry or Service In Which You Work i.e. Pensions, Salary Claims	
Issues Affecting the Whole of Society i.e. Opposition to Anti-Trade Union Legislation, Nuclear Disarmament, Opposition to cuts in Public Services, Supporting the Wider Trade Union Movement.	

NOW TAKING EACH ONE OF THESE TYPES IN TURN -

C2 ISSUES AFFECTING INDIVIDUALS

a. PLEASE INDICATE THE ORDER OF PRIORITY (FROM 1 TO 4) YOU FEEL YOUR BRANCH SHOULD ADOPT IN DECIDING WHICH INDIVIDUAL ISSUES IT SHOULD GIVE ITS SUPPORT TO.

Issue	Priority Order
Grievances	
Disciplinary Hearings	
Regrading Claims	
Redeployments in Reorganisation	

b. PLEASE INDICATE HOW IMPORTANT YOU FEEL IT WOULD BE FOR THE MEMBERSHIP OF THE WHOLE BRANCH TO EXPRESS ITS FEELINGS BEFORE ANY POLICY OR COURSE OF ACTION WAS DECIDED.

Issue	5 Very Important	4 Important	3 No Feelings one way or the other	2 Not Important	1 No Importance Whatsoever
Grievances					
Disciplinary Hearings					
Regrading Claims					
Redeployments in Reorganisations					

c. NOW INDICATE WHAT YOU FEEL WOULD BE THE BEST METHOD OF MEMBERS EXPRESSING THEIR FEELINGS ON EACH ONE.

Issue	4 By members who are interested seeking out their representative or steward and telling him/her their opinions.	3 By stewards or representatives actively canvassing the opinions of members in their departments	2 By holding open branch meetings where all members can attend.	1 By organising secret ballots of the membership
Grievances				
Disciplinary Hearings				
Regrading Claims				
Redeployments in Reorganisations				

C3 ISSUES AFFECTING GROUPS OR DEPARTMENTS

a. PLEASE INDICATE THE ORDER OF PRIORITY (EITHER 1 OR 2) YOU FEEL YOUR BRANCH SHOULD ADOPT IN DECIDING WHICH INDIVIDUAL ISSUES IT SHOULD GIVE ITS SUPPORT TO.

Issue	Priority Order
Departmental Reorganisations	
New Technology and Working Methods	

b. PLEASE INDICATE HOW IMPORTANT YOU FEEL IT WOULD BE FOR THE MEMBERSHIP OF THE WHOLE BRANCH TO EXPRESS ITS FEELINGS BEFORE ANY POLICY OR COURSE OF ACTION WAS DECIDED.

	5 Very Important	4 Important	3 No Feelings one way or the other	2 Not Important	1 No Importance Whatsoever
Departmental Reorganisations					
New Technology and Working Methods					

c. NOW INDICATE WHAT YOU FEEL WOULD BE THE BEST METHOD OF MEMBERS EXPRESSING THEIR FEELINGS ON EACH ONE.

Issue	4 By members who are interested seeking out their representative or steward and tellinghim/her their opinions.	3 By stewards or representatives actively canvassing the opinions of members in their departments.	2 By holding open branch meetings where all members can attend.	1 By organising secret ballots of the membership.
Departmental Reorganisations				
New Technology and Working Methods				

C4 SERVICE CONDITIONS ISSUES AFFECTING YOUR SPECIFIC EMPLOYER

a. PLEASE INDICATE THE ORDER OF PRIORITY (FROM 1 TO 3) YOU FEEL YOUR BRANCH SHOULD ADOPT IN DECIDING WHICH INDIVIDUAL ISSUES IT SHOULD GIVE ITS SUPPORT TO.

Issue	Priority Order
Redundancy Policies	
Hours of Work	
Working Conditions/Accommodation	

b. PLEASE INDICATE HOW IMPORTANT YOU FEEL IT WOULD BE FOR THE MEMBERSHIP OF THE WHOLE BRANCH TO EXPRESS ITS FEELINGS BEFORE ANY POLICY OR COURSE OF ACTION WAS DECIDED.

Issue	5 Very Important	4 Important	3 No Feelings one way or the other	2 Not Important	1 No Importance Whatsoever
Redundancy Policies					
Hours of Work					
Working Conditions/Accommodation					

c. NOW INDICATE WHAT YOU FEEL WOULD BE THE BEST METHOD OF MEMBERS EXPRESSING THEIR FEELINGS ON EACH ONE.

Issue	④ By members who are interested seeking out their representative or steward and telling him/her their opinion.	③ By stewards or representatives actively canvassing the opinions of members in their departments.	② By holding open branch meetings where all members can attend.	① By organising secret ballots of the membership.
Redundancy Policies				
Hours of Work				
Working Conditions/ Accommodation				

C5 SERVICE CONDITIONS ISSUES AFFECTING THE WHOLE INDUSTRY

a. PLEASE INDICATE THE ORDER OF PRIORITY,(EITHER 1 OR 2) YOU FEEL YOUR BRANCH SHOULD ADOPT IN DECIDING WHICH ISSUES IT SHOULD GIVE ITS SUPPORT TO.

Issue	Priority Order
Pensions	
Salary Claims	

b. PLEASE INDICATE HOW IMPORTANT YOU FEEL IT WOULD BE FOR THE MEMBERSHIP OF THE WHOLE BRANCH TO EXPRESS ITS FEELINGS BEFORE ANY POLICY OR COURSE OF ACTION WAS DECIDED.

Issue	⑤ Very Important	④ Important	③ No Feelings one way or the other	② Not Important	① No Importance Whatsoever
Pensions					
Salary Claims					

c. NOW INDICATE WHAT YOU FEEL WOULD BE THE BEST METHOD OF MEMBERS EXPRESSING THEIR FEELINGS ON EACH ONE

Issue	④ By members who are interested seeking out their representative or steward and telling him/her their opinions	③ By stewards or representatives actively canvassing the opinions of members in their departments	② By holding open branch meetings where all members can attend.	① By organising secret ballots of the membership
Pensions				
Salary Claims				

C6 ISSUES AFFECTING THE WHOLE OF SOCIETY

a. PLEASE INDICATE THE ORDER OF PRIORITY (FROM 1 TO 4) YOU FEEL YOUR BRANCH SHOULD ADOPT IN DECIDING WHICH INDIVIDUAL ISSUES IT SHOULD GIVE ITS SUPPORT TO.

Issue	Priority Order
Opposition to Anti Trade Union Legislation	
Nuclear Disarmament	
Opposition to Cuts in Public Services	
Support for the Wider Trade Union Movement	

b. PLEASE INDICATE HOW IMPORTANT YOU FEEL IT WOULD BE FOR THE MEMBERSHIP OF THE WHOLE BRANCH TO EXPRESS ITS FEELINGS BEFORE ANY POLICY OR COURSE OF ACTION WAS DECIDED

Issue	5 Very Important	4 Important	3 No Feelings one way or the other	2 Not Important	1 No Importance Whatsoever
Opposition to Anti-Trade Union Legislation					
Nuclear Disarmament					
Opposition to Cuts in Public Services					
Support for the Wider Trade Union Movement					

c. NOW INDICATE WHAT YOU FEEL WOULD BE THE BEST METHOD OF MEMBERS EXPRESSING THEIR FEELINGS ON EACH ONE

Issue	4 By members who are interested seeking out their representative or steward and telling him/her their opinions	3 By stewards or representatives actively canvassing the opinions of members in their departments	2 By holding open branch meetings where all members can attend.	1 By organising secret ballots of the membership
Opposition to Anti-Trade Union Legislation				
Nuclear Disarmament				
Opposition to Cuts in Public Services				
Support for the Wider Trade Union Movement				

C7 Please indicate by ticking the appropriate box how true you feel the following statement is in regard to each issue type.

STATEMENT: "I HAVE A GREAT DEAL OF OPPORTUNITY TO INFLUENCE THE POLICY OF MY TRADE UNION BRANCH ON ISSUES OF THIS TYPE".

Issue Type	5 Totally True	4 Mildly True	3 Neither True or Untrue	2 Mildly Untrue	1 Totally Untrue
Issues Affecting Individuals i.e. Grievances, Disciplinary Hearings, Regrading Claims, Redeployments in Reorganisations etc.					
Issues Affecting Groups or Departments i.e. Departmental Reorganisations, New Technology and Working Methods etc.					
Service Conditions Issues Specific to the Organisation Where You Work i.e. Redundancy Policies, Hours of Work, Working Conditions/Accommodation					
Service Conditions Issues Affecting the Whole Industry or Service in Which You Work i.e. Pensions, Salary Claims					
Issues Affecting the Whole of Society i.e. Opposition to Anti-Trade Union Legislation, Nuclear Disarmament, Opposition to cuts in Public Services, Supporting the Wider Trade Union Movement.					

VALIDITY OF ATTITUDE QUESTIONNAIRE

INTRODUCTION

As stated in Appendix M3.1, some evidence of the validity of the attitude questionnaire appeared in the results of pilot studies. Essentially this evidence was of concurrent validity i.e. like patterns of results to those uncovered by prior workers measuring similar or identical concepts were found to exist.

However, the pilot study used small samples of respondents and a more definitive picture could be obtained from larger fieldwork samples. Thus as part of analysis procedures, results were examined for patterns concurrent with prior work. The evidence can most conveniently be presented separately for the two major groups of attitudes measured; attitudes to trade union and attitudes to work.

ATTITUDES TO TRADE UNION

Here the differences between activist and non-activist samples in each branch provide evidence of concurrent validity. These are covered in detail in Chapter 9 together with its associated statistical appendices and the discussion will not be duplicated here. However, certain strong parallels with the results of prior research findings can be stated as follows:-

i. In all branches, activists had much more favourable attitudes to trade unions in general than their rank and file members (Appendices S23.1 to S23.6). This is in accordance with the findings of prior workers who have demonstrated that activists have much higher beliefs and commitments to the idea of wider trade unionism than rank and file members (Tannenbaum 1956, Glick et al. 1977, Gordon et al. 1980, Nicholson et al. 1981).

ii. Activists in all branches derived a far greater sense of security/succorance from belonging to the trade union than did their non-activist members (Appendices S24.1 and S25.1). This is concordant with prior findings on this subject (Cangemi et al. 1976).

iii. In all branches activists more highly endorsed an aggressive approach to job regulation and viewed the trade union essentially a vehicle of collective endeavour than did the rank and file. This also has strong parallels in prior research findings (e.g. Parker and Bynner 1970, London and Howat 1978).

ATTITUDES TO WORK

Prior workers have identified distinct differences in attitudes to work according to a number of biographic variables. In this study parallel findings were evident amongst non-activists in all branches. To illustrate these it is more convenient to use an aggregate of all non-activist subjects giving a total sample size of 407. Activists were not included in the analysis because prior work on attitudes to work gives no indication of how attitude patterns could vary according to the variable of activism and non-activism.

Differences by Respondent Pay Level

Here a limited amount of prior work suggests that those in receipt of the highest level of extrinsic rewards have the highest expectations of both extrinsic satisfaction and upwards mobility. (Hinrichs 1969). Using data from the work expectations sub-scale a very similar pattern of results emerged. An exception to the general trend was however exhibited with the very lowest salary band. These were mainly part-time workers amongst whom it is possible there could have been different patterns of expectations to full-time staffs. The results for the aggregate sample are shown in table M3.2a below:-

Salary Band	*Mean Total of Extrinsic and Upwards Mobility Expectation Scores*
below £4000 p.a.	12.92
£4001 - £6000	11.58
£6001 - £8000	11.96
£8001 - £10,000	12.56
£10,001 - £12,000	12.70
above £12,001	14.26

Table M3.2a Variation of Extrinsic and Mobility Expectations with Salary Level.

Differences by Level of Education

With this variable there is a limited amount of evidence to suggest that expectations of almost all satisfactions from work rise with level of formal education (Thompson and Weinstock 1967). Here the total work expectation sub-scale was compared with level of academic qualification. The results are shown in table M3.2b below where it can be seen that a parallel pattern to that obtained in prior work was exhibited.

Educational Qualifications	*Mean Scores Work Expectations Scale*
None	22.38
R.S.A., C.S.E., 'O' Level	22.99
A Level, O.N.C., O.N.D.	23.26
H.N.C., H.N.D., 1st Degree	23.32
Higher Degree or Equivalent	25.30

Table M.3.2b Variation in Work Expectations with Level of Educational Qualifications

Differences by Tenure or Age

Here, prior evidence suggests that a 'U' shaped relationship exists between job satisfaction and satisfaction with supervision and the variables of age or tenure (Gibson and Klein 1970, Hunt and Saul 1975). In the organisations investigated in this study individual careers with a single employer stretching from school to retirement were common. Thus to a large extent tenure and age went hand in hand. As can be seen in table M.3.2c below a shallow 'U' shaped relationship was found for both variables.

Length of Service	*Mean Score Reported Receipt of Intrinsic Satisfactions*	*Mean Score Attitudes to Management and Supervision (Sum of Perceived Fairness and Trustworthiness)*
Less than 1 year	15.62	26.85
1 to 3 years	13.03	25.30
3 to 5 years	12.13	21.18
5 to 10 years	12.77	20.90
10 to 15 years	13.21	24.72
above 15 years	13.86	25.93

Table M3.2c Variation in Intrinsic Satisfactions and Attitudes to Management and Supervision with Tenure

INTERVIEW SCHEDULE CONSIDERATIONS AND PILOTING

The specification for data and its collection methods given in Chapter 5 list a number of items on which information was required to be gathered by interviews. In addition, actual questioning techniques were to be varied according to the type of information to be gathered.

With in-depth techniques using open-ended questions, there was less need for prior development work. The very nature of these items required the question itself to be used as a guide or topic around which many supplementary questions could be asked. As such the only piloting necessary was to check the capability of the question to trigger this process.

For closed questions, a more extensive development and piloting process was adopted. As a first stage, a number of ways of obtaining the required information were applied to different groups of subjects. This took place as part of the interivew process used to gather attitude statements for the self administered questionnaire (See Appendix M3). As a result it was possible to select the most easily understood question forms.

A word of explanation is necessary in regard to rating scales used for a number of closed questions. Here the decision was made to use a five-point rating scale in line with the number of response categories used in the self administered questionnaire. A graphic (un-numbered) scale was used for two reasons.

First although format has been shown to have little effect on respondents who undertake the task with care (Blumberg et al. 1966), graphic presentation is nevertheless considered superior. It contains far less risk that respondents will impute meanings to numbers (Guilford 1954).

Second, the use of a graphic format permitted utilisaiton of the same scale for a number of different questions. Here the interviewer supplied verbal descriptions of the two scale extremes.

The interview schedules used, combined into a single document are shown in Appendix M4.1 immediately following.

INTERVIEW SCHEDULE

Question Number and Respondents	Question	Scoring
1 Branch Secretary Senior Stewards	Is there in this branch, a system of constituencies where representatives represent a fixed group of members?	1. No 3. To some extent but ad-hoc 5. Flexible according to number of representatives that exist. 7. Yes, but some constituencies unrepresented and covered by other stewards. 10. Yes, and strictly adhered to.
2 Branch Secretary Senior Stewards	How are these constituences drawn up?	1. No constituencies 3. Ad-hoc - depends on number of representatives. 5. Ratio of members to representatives in department. 7. Ratio of members to representatives in department - representatives then divide department up. 10. Strictly following management structure - groups under own manager with variable constituency size.
3 Branch Secretary Senior Stewards	How many different sites is the membership spread over? Roughly what is the percentage on each site?	Record Name · Proportion 0 to 1.000
4 Branch Secretary Senior Stewards	How difficult is it (out of 10) in time and/or distance for the branch secretary or a senior steward or officer of the branch to be able to get to these separate sites.	Un-numbered rating scale later scored as: Very Easy · Extremely Difficult 3.0 3.2 3.4 3.6 3.8 4.0 4.2 4.4 4.6 4.8 5.0
5 Branch Secretary Senior Stewards	For each of these sites (including this one you are at) how would you rate out of 10 the likelihood that problems would arise there?	Un-numbered rating scale later scored as: Very Low · Extremely High 4.0 4.1 4.2 4.3 4.4 4.5 4.6 4.7 4.8 4.9 5.0
6 Branch Secretary Senior Stewards	Would you have the freedom to go to any of these sites (including travelling) if nessary?	5.0 No freedom whatsoever 5.2 Only if presence requested by management. 5.4 Difficult to obtain freedom 5.6 Fairly high freedom 5.8 Occasionally experience slight difficulties 6.0 Complete freedom
7 All Activists	To what extent are the representatives allowed to take-up issues on their own with management, in their constituencies?	1. Not allowed 2. Only if accompanied by Senior Steward/Secretary 3. Only after checking with Branch Secretary to agree line to be adopted. 4. Expected to inform Branch Secretary of what are doing. 5. Complete freedom.
8 All Activists	Roughly what percentage of the issues arising in a representative's constituency does he deal with, with management.	0. Nil 1. 0<20% 2. 20%<40% 3. 40%<60% 4. 60%<80% 5. 80%<

Question Number and Respondents	Question	Scoring
9 All Activists	Does the representative in a constituency have the authority to reach a settlement with management - or reach a bargain?	No 1 Yes 2
10 All Activists	About what issues is he empowered to come to an agreement with management; without reference back to the branch or its officers?	0 None 1 Only minor issues 2 Very few 3 All where policy decided. 4 All issues affecting that workplace 5 Is expected to settle workplace issues without reference back
11 All Activists	About what issues would a representative be expected to refer back to the branch or its officers before reaching a settlement with management?	1 All issues 3 Anything other than minor issues 5 Anything where no formal agreement exists 7 Where personnel officers are formally involved 10 Only where it would be necessary to coordinate with other constituencies.
12 Branch Secretary Senior Steward	What sort of procedures do you have to go through to get permission to leave your job to go out to a site?	5.0 Obtain written request for presence from Industrial Relations department. 5.2 Obtain prior written permission from own manager 5.4 Obtain prior verbal permission from own manager 5.6 Inform manager before going 5.8 Go and inform manager afterwards 6.0 None- no necessity to account for time.
13 Branch Secretary Senior Steward	How necessary is it for you to go to these sites if a problem arises - i.e. in terms of having a competent representative or steward in that workplace who could handle the issue? (ref. Question 3)	Unnumbered rating scale later scored as Not Necessary ... Highly Necessary 5.0 5.2 5.4 5.6 5.8 6.0
14 Branch Secretary Senior Steward	Are there any sub-committees of representatives or sub-branches. What are their functions and roles?	1 Yes with autonomous negotiating rights 2 Yes with limited negotiating rights 3 Yes but advisory only 4 Officially Yes - but dont actually exist 5 None
15 Branch Secretary Senior Steward	Are all representatives on the branch executive committee?	No 1 Yes 2
16 Branch Secretary Senior Steward	Does the branch have a separate branch management committee composed of a smaller number of executive committee members?	1 No 2 No - but certain officers allowed to make decisions subject to later executive ratification. 3 No - but senior officers allowed to make decisions without need to seek ratification. 4 Yes - but reports to executive 5 Yes - decisions are binding on executive.
17 Branch Secretary Senior Steward	Who negotiates (other than in formal committees) on behalf of the membership and what roles do they play?	0 Steward - plus branch officer if requested 3 Branch Officer with steward to advise 5 Branch Officer alone

Question Number and Respondents	Question	Scoring
18 Branch Secretary Senior Steward	On any negotiating committees with management, (i.e. L.J.C., J.C.C.s etc) who from the branch executive is on the trade union side?	0 All persons elected irrespective of office 3 Reserved places for Branch Officers - others elected 5 Branch Officers only
19 Branch Secretary Senior Steward	Who from the branch executive sits on District Council?	0 All persons elected irrespective of office 3 Reserved places for Branch Officers - other elected 5 Branch Officers only
20 Branch Secretary Senior Steward	Who from the branch executive sits on the District Service Conditions Committee?	0 All persons elected irrespective of office 3 Reserved places for Branch Officers - others elected 5 Branch Officers only
21 All Activists	How often does the branch executive meet?	Score 1 to 12 for number per annum
22 All Activists	In holding meetings to come to a decision on branch policy, is the meeting open to all branch members?	Closed 1 Open 2
23 All Activists	How many open meetings at which all branch members can attend, do you hold each year on average (excluding A.G.M.)?	0 Nil 1 One 2 Two or more
24 Branch Secretary Senior Stewards	Have you in the last year held any extraordinary open meetings where all branch members could attend - How many?	Record Number
25 Branch Secretary Senior Stewards	What issues did these meetings cover?	Record Details
26 Branch Secretary Senior Stewards	Why was it decided to hold these meetings i.e. who called the meeting Executive or Rank and file?	Record who initiated
27 Branch Secretary Senior Stewards	Have you had to ballot the members on any issue within the past year?	Record number initiated within branch
28 Branch Secretary Senior Stewards	What issues were these ballots on?	Record details
29 Branch Secretary Senior Stewards	Who initiated the ballots?	Record details
30 All Activists	Do you have a branch magazine or newsletter?	No 1 Yes 2
31 All Activists	How often does it come out?	1 to 12 number per year
32 All Activists	Who gets it within the branch?	0.000 to 1.000 for proportion of branch

Question Number and Respondents	Question	Scoring
33 All Activists	Is it used to put over views on issues that affect the members?	No 1 Yes 2
34 All Activists	Do you find it provokes any comment from the members?	1 None 2 Very little 3 Some 4 Yes 5 A great deal
35 All Activists	Are these comments useful in deciding policy on an issue?	1 None whatsoever 2 Very little 3 Occasionally 4 Yes - quite useful 5 A great deal
36 Non-Activists Activists	Can you try to recall what you consider were some of the most important cases or issues affecting the membership where the trade union became involved - across the past 12 months?	Record each one on separate card.
37 Non-Activists Activists	Can you rate for me on this scale how important you felt these were at the time?	Extremely Important ... Negligible Importance 10 8 6 4 2
38 Non-Activists Activists	<u>OPTIONAL</u> used where tied ratings obtained to question 38.	<u>Issues Score</u> <u>38</u> / <u>Higher Rank of 2 tied Scores or Single Score</u> / <u>Lower Rank of 2 tied Scores</u> 10 / 10 / 9 8 / 8 / 7 6 / 6 / 5 4 / 4 / 3 2 / 2 / 1
39 Non-Activists Activists	How were these issues pursued at the time?	a. <u>Accurancy of Recall</u> No recall of either events or sequence of occurrence 1 Events and sequence highly inaccurate 25 Minor discrepancies in events heavy discrepancies in sequence 50 Substantially correct recall of events, minor discrepancies in sequence 75 All details substantially correct. 100 b. <u>Perceived Mode of Pursuit</u> <u>Action</u> <u>Score</u> Passive i.e. distribution of Leaflets/donation from funds 1 Joint Consultation 2 Informal Negotiation - case/ issue not registered 5 Formal Bargaining 10 Demonstrations with no disruptive tactics 15 Minor Disruptive Tactics i.e. Blacklisting, Overtime ban 25 Major Tactics - Selective strike action 50 Major Tactics - all out striking 100

Question Number and Respondents	Question	Scoring
40 Non-Activists Activists	Taking each one separately again what steps were taken to: i. Keep members informed of what was going on. ii. To get opinions/ideas from the membership as to what the branch should do.	Score / Method 1 Members left to ask/tell steward 2 Steward canvassed opinions or briefed members. 3. Open Meeting held 4. Secret ballot held.
41 Non-Activists	Taking each issue in turn can you indicate on this scale the extent to which you feel that you and other members communicated their feelings to stewards/representatives?	A great deal ... Almost None 5 4 3 2 1
42 Non-Activists	Taking each issue in turn, to what extent do you feel stewards/representatives took note of your opinions and acted on them?	A great deal ... Almost None 25 20 15 10 5
43 Activists	Taking each one in turn, to what extent do you feel the members communicated to you their opinions on the issue?	A great deal ... Almost None 5 4 3 2 1
44 Activists	Taking each one in turn, to what extent do you feel that your own feelings or actions were shaped by what the members said to you?	A great deal ... Almost None 25 20 15 10 5
45 Activists Non-Activists	From your point of view what issues or things would you like to see the branch involved in (as an ideal position) in terms of being able to represent its members interests.	List on cards
46 Activists	Taking these things that you stated as the ideal - which of them are you able to get involved in at the present time?	YES NO
47 Activists	I note there is some difference between what you state as the ideal and what you are actually able to get involved in. Could you explain to me why you are not able to look after the members interests to the extent you would like by getting involved in these?	Classify as a. Some Branch Involvement Possible Branch fully involved Involvement limited by existing agreements. Rank and File inhibit pursuit of issues. b. Involvement not Possible. Existing Agreements preclude involvement. Employer regards as reserved issue. Rank and file attitudes preclude raising.
48 Activists	What do you feel the branch can or should do about looking after the members' interests on these things?	Accept as is. 1 Attempt to change rank and file attitudes 33 Pursue via outside trade union 66 Erode current situation to gain either some or more branch involvement 100
49 Branch Secretary Senior Steward	Taking the issues you stated earlier that the branch gets involved in in looking after the members' interests, in rough terms what of the total number of issues the branch deals with each year, what would be the percentage of each type (Types as listed in Q45)	Record Type and Percentage

Question Number and Respondents	Question	Scoring
50 Full-time Officer	Could you please describe for me the type of issue that the i. branch deals with ii. Roughly, of the total number of issues the branch handles each year, what would be the percentage of each type. (As listed to i.)	Record Type and Percentage
51 Personnel Officer	i. Could you please describe for me the type of issues that you deal with the trade union about ii. Roughly of the total number of issues that you deal with each year, what would be the percentage of each type.	Record Type and Percentage
52 Branch Secretary	In your time as an active member of the branch has the situation changed in terms of i. Type of issues ii. Relative percentage of each type	Record Type and Percentage
53 Full-time Officer	In your time dealing with the branch has the situation changed in terms of: i. Type of Issues ii. Relative percentage of each type.	Record Type and Percentage
54 Branch Secretary Senior Steward Full-time Officer	If there have been changes in either i. Type of issues ii. Percentage balance What do you think has caused the change (OPTIONAL)	Record Type and Percentage
55 Branch Secretary Senior Steward Full-time Officer	How would you rate the difficulty of handling, the average case of this type on this scale (ref. Q45 for Branch Secretary) (Ref. Q50 for Full-time Officer)	Un-numbered rating scale, later scored as: Extremely Easy ... Extremely Difficult 0 2 4 6 8 10
56 Branch Secretary Senior Steward Full-time Officer	Can you tell me why you feel this way about their difficulty of handling? (Ref. Q45 for Branch Steward) (Ref. Q50 for Full-time Officer)	Record Details
57 Branch Secretary Senior Steward Full-time Officer	Taking each issue type in turn can you think of a typical example and describe for me how it is handled and pursued? NOTE: Formal vs informal pursuance Who pursues: Branch Secretary or Full-time Officer Explore reasons why.	57, 58, 59 scored as: 4 - Case prepared and pursued by full-time officer 3 - Jointly by branch and full-time officer - but full-time officer in charge. 2 - Full time officer presents working to branch direction. 1 - Branch prepares and pursues.
58 Full-time Officer	Who actually presents the case in issues of this type?	Record Reasons

Question Number and Respondents	Question	Scoring
59 Branch Secretary Senior Steward Full-time Officer	Who prepares the case in issues of this type?	
60 Branch Secretary Senior Steward Full-time Officer	In general terms how do you feel about the ability of lay members to deal with issues of this type?	Record Reasons
61 Full-time Officer	Would you prefer to see lay officers bring you in more or less on these types of issues? Why?	Record Reasons
62 Branch Secretary Senior Steward Personnel Officer	In this organisation what types of regular scheduled formal meetings between management and the trade union occur - how often do they occur?	0 none 1 less than 4 per annum 2 4 8 per annum 3 8 12 per annum 4 12 16 per annum 5 16 per annum
63 Branch Secretary Senior Steward Personnel Officer	What range of issues are discussed or negotiated at these meetings?	0 None - management used to brief trade union 1 Joint Consultation - no negotiation 2 Joint Consultation with small degree of freedom to negotiate 3 Mixed - Joint Consultation/ Negotiation 4 Negotiation - but restricted range of issues 5 Full negotiation - any topic.
64 Branch Secretary Senior Steward Personnel Officer	How easy for either side is it to call a special meeting if it is felt necessary?	
65 Branch Secretary Senior Steward Officer	Is this in fact ever done - how often?	0 Never 1 >2 per annum 2 2 < 4 per annum 3 4 < 6 per annum 4 6 < 8 per annum 5 8 < 10 per annum
66 Branch Secretary Senior Steward Personnel Officer	Is it the case that certain issues are dealt with at certain levels. For example are some things dealt with by workplace representatives with managers. Other things by Industrial Relations staff and lay officers and still other things by Full-time Officers and Industrial Relations staff. Still others formally around a negotiating table.	No 0 Yes 1

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Question Number and Respondents	Question	Scoring
67 Branch Secretary Senior Steward Personnel Officer	Could you please give me a rough idea of what sorts of issues are dealt with at each level?	0 No stratification issues can be negotiated at any level 5 Very low stratification - negotiation occurs at the level of issue origination 10 Low stratification - but depends upon whether issue resolved at lower levels. 15 Medium stratification - tends to depend on numbers affected. 20 Fairly high - depends on whether formal agreement exists. 25 Very high - both management and union strictly regulate level of discussion according to scope of topic.
68 Branch Secretary Senior Steward Personnel Officer	Are there any issues which are resolved or negotiated between only the Full-time Officer and either Industrial Relations officers or management?	0 none 2 > 20% 4 20% < 40% 6 40% < 60% 8 60% < 80% 10 80% <
69 Branch Secretary Senior Steward Personnel Officer	What sorts of issues do management or Industrial Relations staff tend to insist that a Full-time Officer should be involved in?	1 None 2 Only if Industrial Action Involved 4 Only where formal agreement specifies 6 Any with implications beyond branch. 8 If a formal written agreement will result 10 All.
70 Branch Secretary Senior Steward	Are there any issues which are resolved or negotiated completely without the presence of the Full-time Officer (i.e. by branch officials or representatives only?	0 Full time officer excluded on all 0.2 Excluded on anything solely affecting branch members. 0.4 Excluded unless formal agreement specifies involvement 0.6 Is informed of most issues and advice taken but physically involved in few. 0.8 Involved in most issues 1.0 Involved in all issues.
71 Branch Secretary Senior Steward	If for example the branch wanted to take some form of industrial action about an issue how would they go about doing this?	1 Hold own ballot, take action 2 Hold own ballot then instruct full-time officer to obtain formal support. 3 Hold own ballot then hand over to full-time officer to organise 4 Operate under full-time officer from start.
72 Branch Secretary Senior Steward	In conducting formal correspondence with the employer about some case or issue - who does this the branch or the Full-time Officer?	1 Branch on all matters 2 Branch unless it feels it is of significance beyond branch. 3 Branch but consults/agrees with full-time officer first. 4 Full-time officer - but agrees with branch first. 5 Full-time officer on all.
73 Branch Secretary Senior Steward	To what extent is the policy of NALGO at District or National level used as a guide to excluding certain issues from being adopted by the branch?	0 None 1 Depends on whether it suits branch - will follow NALGO policy where possible. 2 Deviates from NALGO policy over very minor details. 3 Follows NALGO policy about almost all things 4 Follows NALGO policy strictly where it exists - otherwise free to set own. 5 Has no policy other than that set by NALGO.

Question Number and Respondents	Question	Scoring
74 Branch Secretary Senior Steward	Do the branch and Full-time Officer send each other copies of correspondence they have with the employer?	0 Full-time officer sends copies to branch - branch does not reciprocate. 1 Branch occasionally sends copies to full-time officer. 2 Full-time officer always sends copies to branch: branch sends copies if issue has implications beyond branch. 3 About most things 4 Always

SELECTION OF DATA RECORDING SCHEME FOR MEETING OBSERVATIONS

Chapter 5 gives details of the topics on which direct observation would be likely to yield valuable information. A consideration of these, and the evidence that could be available in meetings indicated that any data collecting scheme adopted should be able to record:-

i. What is said - the manifest content of an utterance

ii. Who says it - the originator

iii. How it is uttered - the way it relates to others present

iv. An indication of why it is said - the purpose of the utterance

A basic difference in recording schemes is between serial and blanket types. The latter which record categories of behaviour with no consideration of sequence, have found some application in bargaining research i.e. Obradovic 1975. Despite an appealing simplicity, their use was ruled out as not meeting the criteria listed above. There remained serial methods which gave the opportunity to record (albeit in a simplified way) a blow by blow account of events. Here there are a number of well developed methods from which a choice could be made. Perhaps the best known of these is Bales's Interaction Process Analysis (Bales 1958). Although this has far wider applications, the method has been used to study bargaining situations (Landsberger 1955). However, preliminary attempts at its application revealed that for meetings at which up to twenty-five people could be present (and contributing) it was almost impossible to use.

Attention was then directed to a number of schemes devised specifically for recording in bargaining situations (Chell 1977, Dyar 1977, Stephenson and Morley 1977, Bednar and Currington 1983). Once again most schemes were, in their original form, found to be far too comprehensive and complex for the purposes of this investigation. This is not to suggest that the schemes in themselves are too difficult to use. Most were devised to deal with situations in which the two bargaining parties each have relatively small numbers present. Moreover they are designed for use where the finer nuances of the bargaining process are the data to be collected.

In this study the processes observed are just one of many sources of information; albeit a highly important one. As such, the existence of certain actions as evidence of the effect of other factors at work becomes the focus of the observation. In addition the situation is intra-organisational bargaining; large numbers of participants being typically involved.

Notwithstanding these points it was eventually found possible to simplify one of the schemes for use in the investigation; that of Bednar and Currington 1983).

In its original form the scheme records actions as falling into one of six report content categories (what is said) plus three command/relational contents (the how it is said). Reduction of the number of report content categories from six to three, was found to have very little effect on the usefulness of information obtained. Moreover, it greatly simplified recording. The modified scheme was therefore, adopted for use. A blank example of recording sheets used is given immediately following.

MEETING OF: ____________________ DATE: ____________

ISSUE DETAILS: ____________________ ISSUE TYPE CODE ________

OUTCOME DETAILS ______________________________

TRANSACTION PROCESSES

Respondent			Content Coding - Behaviour Type			Relational Coding			
From	To	Time	Issue Substantive	Issue Influence	Procedure and Task	Control	Deference	Equivalence	Argument Theme

Appendix M6

THE USE OF MULTIVARIATE ANALYSIS METHODS FOR ATTITUDE DATA

A relationship between two variables can be demonstrated by simple bivariate correlation. However, no matter how strong the correlation, it can be extremely dubious evidence on which to build causal explanations. Strictly speaking, it only shows concomitant variation and is extremely susceptible to the influence of extraneous variables. Nevertheless well developed modelling techniques from which causal inferences can be made do exist (Blalock 1964, Heisel 1975). With these the potentially extraneous influences are used to purify the explanation i.e. the relationship between two variables is examined in the presence of other influences to show-up complex patterns of interaction from which causal inferences can be derived.

One technique for accomplishing this is Path Analysis, which uses multiple regression techniques to model the relative influence of variables on each other in complex networks. In terms of demonstrating recursive and chain influences this can be an extremely useful modelling and analytical tool (Turner and Stevens 1959, Duncan 1966). Strictly speaking however, a path model requires prior assumptions of at least weak causal orderings amongst variables (Wright 1960). Therefore, other techniques need to be used to make causal ordering assumptions more supportable before employing path analytic methods.

For this, partial correlation has been demonstrated to be an extremely powerful technique (Simon 1957, Kendall and Stuart 1979). Throughout this project where path models are used, partial correlation techniques have been first applied to make causal inferences more explicit.

The aim of path analysis is usually a very precise knowledge of the relationships between all variables in order that direct and indirect influences on a dependent variable can be traced as causal paths. Its most conventional use is in the final stage of analysis where a single (or small number) model is produced to express relationships between variables investigated e.g. Duncan 1966. Since analysis and interpretation can be rather time consuming it is seldom used as a more routine stage.

In this investigation, the technique is applied to a considerable volume of data as an intermediate stage of analysis to identify and put values on major causal links. The reasons for doing so are twofold and lie in the nature of the variables dealt with, namely attitudes.

1. By whichever method attitudes are measured it can be extremely difficult to establish a clear link between attitude and behaviour. Rarely, if ever, is an attitude measuring instrument validated against action before its application i.e. the behavioural implications of differences in attitude scores are not known before the measures are taken. This investigation is no different to

many others in this respect. It compares attitudes in different social situations and draws inferences with respect to the effects of attitudes on action. To base these inferences solely on differences in scores between subjects is clearly a risky process.

2. To overcome this, a somewhat sophisticated theory is used which rejects the notion of attitude as a unitary mental orientation which can be used to predict actions towards an object. Here attitude is viewed as a number of simultaneous judgements with respect to different object attributes; thus acknowledging that positive and negative feelings about different attributes can exist side by side. A knowledge of how these judgements effect each other gives a very much richer picture of why the attitude object is viewed the way it is. Moreover, it enables behavioural predictions to be made more explicit by relating them to specific attributes of the object.

Path analysis is a very useful tool for examing these networks of sub-attitudes and in this investigation path models have two main uses.

In the first (and most simplified) use a particular variable can be examined in the presence of others to determine:-

i. Its antecedants and the extent to which they affect the variable in question.

ii. The other variables effected by the variable in question.

The second use (which is more complex) is where a set of attitude dimensions is explored to determine direction and values of links. Here although all variables and links are important, two are of particular relevance.

i. The independent variable which influences all others either directly or indirectly. This can be regarded as what has been described as the cental attitude of the set (Sherif et al. 1973, Petersen and Dutton 1975, Fazio and Zana 1978). Clearly this dimension has its greatest importance in the area of attitude change i.e. if the central dimension is changed it will have some impact on all others.

ii. In descriptive work the dependent variable is the one of most interest. Its value (because it is determined by all others) acknowledges the effects of all others in combination. Moreover since it is a summary expression of attribute judgements, it can be likened to the focal dimension through which the attitude object is viewed. As such it is the dimension about which it is easiest to draw inferences with respect to attitude-behaviour implications. Of particular interest in explaining the value of this focal dimension will be those antecedants which most explain its variance.

A Note on Statistical Assumptions

With respect to Partial Correlation and Multiple Regression methods it is necessary to comment on their use with the data obtained from fieldwork in this investigation. Both of the techniques use Pearson Product Moment correlation coefficients. In strict statistical terms this coefficient requires that correlated values be rectilinear (straight line) and the data itself be continuous with interval scale properties (Guildford and Fruchter 1978).

Rectilinearity is easy to test by plotting scattergrams for any two variables. However, almost all the attitude data derived from this fieldwork is ordinal. One way out of this dificulty is to treat ordinal data as if it were interval. This is a practice endorsed by many practitioners (Burke 1953, Labovitz 1967 and 1970, Boyle 1970, McNemar 1969, Baker 1966, Anderson 1961); but deprecated by others (Senders 1953, Hays 1963).

The problem is a real one facing many social scientists and has therefore received some recent attention by statisticians. This has yielded the general rule that providing each variable has at least five categories (and preferably more), there is little danger of drawing erroneous conclusions from correlating ordinal data as if it had interval properties (Reynolds 1973 and 1977, Kim 1975). Throughout the analysis in this project, this guideline is adopted as a threshold for the use of Partial Correlation and Multiple Regression methods.

GAS BRANCH: CASES AND ISSUES ADOPTED DURING EIGHTEEN MONTH PERIOD

ISSUE TYPE	ISSUE	NUMBER	TOTAL FOR TYPE
INDIVIDUAL	Grievances	5	
	Back Pay Claims	3	
	Industrial Injuries	4	
	Redeployments	3	
	Disciplinaries	5	
	Regrading Claims	9	
	Early Retirements	2	
	Sickness Record	2	
			33
GROUP AND DEPARTMENT	Group Grading Claims	3	
	Structural Reorganisations	15	
	Reorganisations involving New Technology	7	
	Local Holiday Arrangements	1	
	Hours of Work	2	
	Working Conditions/Practices	6	
	Shift Allowance Payments	1	
			35
ORGANIS-ATIONAL	Manpower Levels/Non Replacement of Jobs	1	
			1
INDUSTRY	Service Conditions Claim	1	
	Pay Claim	1	
	Privatisation of Industry	1	
			3
WIDER SOCIAL	Support to Other United Kingdom Gas Branch on Strike	1	
	G.C.H.Q.	1	
	Muhamed Idrish Campaign	1	
			3
			75

ELECTRICITY BRANCH:
CASES AND ISSUES ADOPTED DURING EIGHTEEN MONTH PERIOD

ISSUE TYPE	ISSUE	NUMBER	TOTAL FOR TYPE
INDIVIDUAL	Grievances	6	
	Regrading Claims	6	
			12
GROUP AND DEPARTMENT	Introduction of New Technology	1	
	Group Grading Claims	9	
	Structural Reorganisations involving redeployments	2	
	Commission Rates	2	
	Local Holiday Arrangements	2	
			16
ORGANIS-ATIONAL	Introduction of New Technology	2	
	Working Hours and Conditions	2	
	Health and Safety	2	
	Trade Union Facilities	1	
	Interview, Selection and Promotion Procedures	1	
	Youth Training Scheme	1	
			9
INDUSTRY	Service Conditions Claim	1	
	Pay Claim	1	
	Sunday Trading	1	
			3
WIDER SOCIAL	Support for National Union of Mineworkers	1	
	Muhammed Idrish Campaign	1	
	G.C.H.Q.	1	
	Pensions Inequalities Campaign	1	
	Abolition of Metropolitan Counties	1	
			5
			45

LOCAL AUTHORITY BRANCH 1:
CASES AND ISSUES ADOPTED DURING EIGHTEEN-MONTH PERIOD

ISSUE TYPE	ISSUE	NUMBER	TOTAL FOR TYPE
INDIVIDUAL	Grievances	6	
	Disciplinaries	6	
	Regrading Claims	12	
	Duties of Post	1	
	Working Hours (Part-time Workers)	2	
	Industrial Injuries	2	
	Time-off for Further Education	4	
			33
GROUP AND DEPARTMENTAL	Working Hours in Services Department	1	
	Overcrowding of Accommodation	1	
	Sectional Reorganisations	19	
			21
ORGANIS-ATIONAL	Career Progression Agreement	1	
	New Technology Agreement	1	
	Revised Disciplinary Procedure	1	
	Renegotiated Notice Periods	1	
	Secondment Agreement	1	
	Ring Fence Agreement	1	
	Reorganisation on Amalgamation with Development Corporation	1	
	Privatisation of Authority Functions	1	
			8
INDUSTRY	Pay Claim	1	
	Mileage Rate Dispute	1	
	Civil Defence	1	
			3
WIDER SOCIAL	Support for National Union of Mineworkers	1	
	Support for Greenham Common	1	
	Muhammed Idrish Campaign	1	
	Opposition to Public Expenditure Cuts	1	
	Opposition to Trade Union Legislation	1	
	Local Unemployment Inititives	1	
	Equal Opportunities Campaign	1	
	Support for International Trade Unions	2	
	Privatisation of Gas Industry	1	
	Opposition to Transport Bill	1	
	Abolition of Metropolitan Counties	1	
			12
			77

LOCAL AUTHORITY BRANCH 2:
CASES AND ISSUES ADOPTED DURING EIGHTEEN-MONTH PERIOD

ISSUE TYPE	ISSUE	NUMBER	TOTAL FOR TYPE
INDIVIDUAL	Grievances Disciplinaries Grading Claims	11 4 20	35
GROUP AND DEPARTMENTAL	Departmental Reorganisations	6	6
ORGANIS-ATIONAL	Local Holiday Agreement New Technology Agreement Reorganisation after Amalgamation with Development Corporation Health and Safety Maternity/Paternity Leave and Security of Employment	1 1 1 1 1	5
INDUSTRY	Pay Claim Mileage Rate Dispute Civil Defence	1 1 1	3
WIDER SOCIAL	Support for National Union of Mineworkers Muhammed Idrish Campaign Opposition to Public Expenditure Cuts Opposition to Trade Union Legislation Support for Teachers Dispute	1 1 1 1 1	5
			54

PROCEDURAL AND SUBSTANTIVE AGREEMENTS AFFECTING GAS BRANCH

CATEGORY	CASES AND ISSUES COVERED
5 LOCALLY PRECLUDED	National Salary Scales and Application Overtime Rates of Pay Standby and Callout Payments Holiday Entitlement Sick Pay Scheme Maternity Leave Pre-Retirement Leave Compulsory Transfer Expenses Redundancy Compensation
4 LOCALLY PERMITTED to be handled by Full-time Officer from onset.	Shift Working Arrangements Staff Productivity Payments Subsistance Allowances Equal Opportunities Policy Application Introduction of New Technology/ Working Methods Job Evaluation Training of Workplace Representatives Working Hours Standby Rotas Radios in Private Cars Trade Union Facilities Code of Conduct Consultation on Reorganisations
3 LOCALLY PERMITTED to be handled by Full-time Officer after stage 1	Grading Appeals Procedure Deputising Allowances Travelling and Disturbance Allowances Employment of Temporary Staff.
2 LOCALLY PERMITTED to be handled by Full-time Officer after first and second stages.	Grievance procedure Flexible Working Hours
1 LOCALL PERMITTED may be handled by lay official or handling not specified.	Local Joint Committees Functions of Safety Representatives Disciplinary Procedure and Appeals.

PROCEDURAL AND SUBSTANTIVE AGREEMENTS AFFECTING ELECTRICITY BRANCH

CATEGORY	CASES AND ISSUES COVERED
5 LOCALLY PRECLUDED	Notice Periods National Salary Scales Overtime Rates of Pay Holiday Entitlement - Basic Maternity Leave Agreement Sick Pay Scheme Compulsory Transfer Expenses Subsistance Allowances Car Allowances
4 LOCALLY PERMITTED to be handled by Full-time Officer from onset	Efficiency and Cooperation - Reorganisations Introduction of Automated New Equipment Local Commission Rates Trade Union Facilities
3 LOCALLY PERMITTED to be handled by Full-time Officer after first stage	Grading Appeals Procedure Health and Safety
2 LOCALLY PERMITTED to be handled by Full-time Officer after first and second stages	Disciplinary Procedure Grievance Procedure Equal Opportunities Policy Implementation
1 LOCALLY PERMITTED may be handled by lay official or handling not specified.	Local Working Hours and Arrangements Standby and Shiftwork Rotas Sales Targets Staff Committee Functions

PROCEDURAL AND SUBSTANTIVE AGREEMENTS AFFECTING LOCAL AUTHORITY BRANCH 1

CATEGORY	CASES AND ISSUES COVERED
5 LOCALLY PRECLUDED	Notice Periods Travelling Subsistance and Car Allowances National Salary Scales Deputising Standby, Overtime and Shift Allowances
4 LOCALLY PERMITTED to be handled by Full-time Officer from onset	Nil
3 LOCALLY PERMITTED to be handled by Full-time Officer after first stage	Nil
2 LOCALLY PERMITTED to be handled by Full-time Officer after first and second stages	Grading Appeals Procedure
1 LOCALLY PERMITTED may be handled by lay official or handling not specified.	Accumulated Leave x Paternity Leave and Maternity Leave xx Sickness Payments x Youth Training Scheme xx Flexible Working Hours xx Time-off for public duties xx Job Sharing xx Equal Opportunities x Staff Redeployments xx Secondment and Rotations xx Post Entry Training and Development x Early Retirement x Code of Conduct x Payment of Honoraria x New Technology Introduction x Disciplinary Procedure x Grievance Procedure x Health and Safety x Assisted Car Purchase x

x Local Agreement Supplementing National: Negotiated by Branch
xx Local Agreement and No National Provision Exists: Negotiated by Branch.

PROCEDURAL AND SUBSTANTIVE AGREEMENTS AFFECTING
LOCAL AUTHORITY BRANCH 2

CATEGORY	CASES AND ISSUES COVERED
5 LOCALLY PRECLUDED	Notice Periods National Salary Scales Overtime Rates of Pay Basic Holiday Entitlement Maternity Leave Agreement Sick Pay Scheme Compulsory Transfer Expenses Subsistance Allowances Car Allowances
4 LOCALLY PERMITTED to be handled by Full-time Officer from onset	Nil
3 LOCALLY PERMITTED to be handled by Full-time Officer after first stage	Nil
2 LOCALLY PERMITTED to be handled by Full-time Officer after first and second stages.	Grading Appeals Procedure
1 LOCALLY PERMITTED may be handled by lay official or handling not specified.	Additional Leave x Sickness Payments Equal Opportunities Post Entry Training and Development Early Retirement Code of Conduct No Compulsory Redundancy xx Trade Union Facilities xx Introduction of New Technology x Disciplinary Procedure Grievance Procedure Health and Safety Car Parking Facilities xx

x Local Agreement Supplementing National: Negotiated by Branch
xx Local Agreement and No National Provision Exists:
Negotiated by Branch.

CAS BRANCH: DEPENDENCE ON OUTSIDE TRADE UNION: DERIVATION OF DEPENDENCE INDEX

SPECIFIED HANDLING CATEGORY / ACTUAL HANDLING MODE	Pursued via Outside Trade Union to National Level (Score 5)	Handled by Full-time Officer from first stage (Score 4)	Handled by Full-time Officer after first stage (Score 3)	Handled by Lay Officials for first two stages (Score 2)	Handled by Lay Officials throughout (Score 1)	Dependence Index for Specified Handling Category (See Note below)	Number of Issues in Specified Handling Category
LOCALLY PRECLUDED: Can only be pursued at National Level via Outside Trade Union (Score 5)	$\frac{3}{4} \times \frac{5}{5} = 0.75$				$\frac{1}{4} \times \frac{1}{5} = 0.05$	0.800	4
LOCALLY PERMITTED: But must be handled by Full-time Officer from first stage (Score 4)		$\frac{4}{36} \times \frac{4}{4} = 0.111$		$\frac{2}{36} \times \frac{2}{4} = 0.028$	$\frac{30}{36} \times \frac{1}{4} = 0.208$	0.347	36
LOCALLY PERMITTED: But must be handled by Full-time Officer after first stage (Score 3)			$\frac{12}{19} \times \frac{3}{3} = 0.632$		$\frac{7}{19} \times \frac{1}{3} = 0.123$	0.755	19
LOCALLY PERMITTED: Lay Officials allowed to handle for first two stages (Score 2)					$\frac{6}{6} \times \frac{1}{2} = 0.500$	0.500	6
LOCALLY PERMITTED: Lay Officials allowed to handle throughout or not specified (Score 1)					$\frac{7}{7} \times \frac{1}{1} = 1.000$	1.000	7
					TOTALS	3.402	72

NOTE: Dependence index for category given by sum of cell scores in row. Each cell score calculated by:-

$$\frac{\text{Number of Issues in Cell}}{\text{Total Issues in Specified Handling Category}} \times \frac{\text{Actual Handling Score for Cell}}{\text{Specified Handling Score for Cell}}$$

UNADJUSTED INDEX $\frac{3.402}{5} = 0.680$

See Appendix S3.1 (Cont.)

ADJUSTMENT TO INDEX

The above index has extremes of 0.457 and 2.833 with a neutral point of 1 corresponding to the situation where a branch exercised just that degree of autonomy allowed by trade union constitution and agreements. Since the index is obtained from ratios it can be adjusted to use any desired scale extremes without affecting its measurement properties.

In the interests of uniformity of presentation it was transformed into a scale in which the maximum score obtainable is 100 and the minimum 1.

This was accomplished as follows:-

i. Unadjusted Scale Span $2.833 - 0.457 = 2.376$

ii. Adjusted Scale Span $100 - 1 = 99$

iii. $\frac{\text{Unadjusted Span}}{\text{Adjusted Span}} = \frac{2.376}{99} = 0.024$

iv. Neutral point for Adjusted Scale

$$= \left(\frac{1 - 0.457}{0.024}\right) + 1 = 23.625$$

v. Adjusted Index Score for this branch

$$23.625 - \left(\frac{1 - 0.680}{0.024}\right) = 10.292$$

ELECTRICITY BRANCH: DEPENDENCE ON OUTSIDE TRADE UNION: DERIVATION OF DEPENDENCE INDEX

ACTUAL HANDLING MODE / SPECIFIED HANDLING CATEGORY	Pursued via Outside Trade Union to National Level (Score 5)	Handled by Full-time Officer from first stage (Score 4)	Handled by Full-time Officer after first stage (Score 3)	Handled by Lay Officials for first two stages (Score 2)	Handled by Lay Officials throughout (Score 1)	Dependence Index for Specified Handling Category (See Note below)	Number of Issues in Specified Handling Category
LOCALLY PRECLUDED: Can only be pursued at National Level via Outside Trade Union (Score 5)	$\frac{3}{3} \times \frac{5}{5} = 1.000$					1.000	3
LOCALLY PERMITTED: But must be handled by Full-time Officer from first stage (Score 4)		$\frac{2}{5} \times \frac{4}{4} = 0.200$			$\frac{3}{5} \times \frac{1}{4} = 0.150$	0.350	5
LOCALLY PERMITTED: But must be handled by Full-time Officer after first stage (Score 3)		$\frac{2}{17} \times \frac{4}{3} = 0.157$	$\frac{3}{17} \times \frac{3}{3} = 0.176$		$\frac{12}{17} \times \frac{1}{3} = 0.235$	0.568	17
LOCALLY PERMITTED: Lay Officials allowed to handle for first two stages (Score 2)		$\frac{2}{10} \times \frac{4}{2} = 0.400$			$\frac{8}{10} \times \frac{1}{2} = 0.400$	0.800	10
LOCALLY PERMITTED: Lay Officials allowed to handle throughout or not specified (Score 1)		$\frac{2}{5} \times \frac{4}{1} = 1.600$			$\frac{3}{5} \times \frac{1}{1} = 0.600$	2.200	5
					TOTALS	4.918	40

NOTE: Dependence index for category given by sum of cell scores in row. Each cell score calculated by:-

$$\frac{\text{Number of Issues in Cell}}{\text{Total Issues in Specified Handling Category}} \times \frac{\text{Actual Handling Score for Cell}}{\text{Specified Handling Score for Cell}}$$

UNADJUSTED INDEX $\frac{4.918}{5} = 0.984$

See Appendix S3.2 (Cont.)

ADJUSTMENT TO INDEX

The above index has extremes of 0.457 and 2.833 with a neutral point of 1 corresponding to the situation where a branch exercised just that degree of autonomy allowed by trade union constitution and agreements. Since the index is obtained from ratios it can be adjusted to use any desired scale extremes without affecting its measurement properties.

In the interests of uniformity of presentation it was transformed into a scale in which the maximum score obtainable is 100 and the minimum 1.

This was accomplished as follows:-

i. Unadjusted Scale Span $2.833 - 0.457 = 2.376$

ii. Adjusted Scale Span $100 - 1 = 99$

iii. $\dfrac{\text{Unadjusted Span}}{\text{Adjusted Span}} = \dfrac{2.376}{99} = 0.024$

iv. Neutral point for Adjusted Scale

$$= \left(\frac{1 - 0.457}{0.024}\right) + 1 = 23.625$$

v. Adjusted Index Score for this branch

$$23.625 - \left(\frac{1 - 0.984}{0.024}\right) = \underline{22.958}$$

LOCAL AUTHORITY BRANCH 1: DEPENDENCE ON OUTSIDE TRADE UNION: DERIVATION OF DEPENDENCE INDEX

ACTUAL HANDLING MODE / SPECIFIED HANDLING CATEGORY	Pursued via Outside Trade Union to National Level (Score 5)	Handled by Full-time Officer from first stage (Score 4)	Handled by Full-time Officer after first stage (Score 3)	Handled by Lay Officials for first two stages (Score 2)	Handled by Lay Officials throughout (Score 1)	Dependence Index for Specified Handling Category (See Note below)	Number of Issues in Specified Handling Category
LOCALLY PRECLUDED: Can only be pursued at National Level via Outside Trade Union (Score 5)	$\frac{3}{3} \times \frac{5}{5} = 1.000$					1.000	3
LOCALLY PERMITTED: But must be handled by Full-time Officer from first stage (Score 4)							
LOCALLY PERMITTED: But must be handled by Full-time Officer after first stage (Score 3)							
LOCALLY PERMITTED: Lay Officials allowed to handle for first two stages (Score 2)			$\frac{2}{12} \times \frac{3}{2} = 0.250$		$\frac{10}{12} \times \frac{1}{2} = 0.417$	0.667	12
LOCALLY PERMITTED: Lay Officials allowed to handle throughout or not specified (Score 1)					$\frac{51}{51} \times \frac{1}{1} = 1.000$	1.000	51
					TOTALS	2.667	66

NOTE: Dependence index for category given by sum of cell scores in row. Each cell score calculated by:-

$$\frac{\text{Number of Issues in Cell}}{\text{Total Issues in Specified Handling Category}} \times \frac{\text{Actual Handling Score for Cell}}{\text{Specified Handling Score for Cell}}$$

UNADJUSTED INDEX $\frac{2.667}{3} = 0.889$

See Appendix S3.3 (Cont.)

ADJUSTMENT TO INDEX

The above index has extremes of 0.457 and 2.833 with a neutral point of 1 corresponding to the situation where a branch exercised just that degree of autonomy allowed by trade union constitution and agreements. Since the index is obtained from ratios it can be adjusted to use any desired scale extremes without affecting its measurement properties.

In the interests of uniformity of presentation it was transformed into a scale in which the maximum score obtainable is 100 and the minimum 1.

This was accomplished as follows:-

i. Unadjusted Scale Span $2.833 - 0.457 = 2.376$

ii. Adjusted Scale Span $100 - 1 = 99$

iii. $\dfrac{\text{Unadjusted Span}}{\text{Adjusted Span}} = \dfrac{2.376}{99} = 0.024$

iv. Neutral point for Adjusted Scale

$$= \left(\frac{1 - 0.457}{0.024}\right) + 1 = 23.625$$

v. Adjusted Index Score for this branch

$$23.625 - \left(\frac{1 - 0.889}{0.024}\right) = \underline{19.000}$$

LOCAL AUTHORITY BRANCH 2: DEPENDENCE ON OUTSIDE TRADE UNION: DERIVATION OF DEPENDENCE INDEX

SPECIFIED HANDLING CATEGORY \ ACTUAL HANDLING MODE	Pursued via Outside Trade Union to National Level (Score 5)	Handled by Full-time Officer from first stage (Score 4)	Handled by Full-time Officer after first stage (Score 3)	Handled by Lay Officials for first two stages (Score 2)	Handled by Lay Officials throughout (Score 1)	Dependence Index for Specified Handling Category (See Note below)	Number of Issues in Specified Handling Category
LOCALLY PRECLUDED: Can only be pursued at National Level via Outside Trade Union (Score 5)	$\frac{3}{3} \times \frac{5}{5} = 1.000$					1.000	3
LOCALLY PERMITTED: But must be handled by Full-time Officer from first stage (Score 4)							
LOCALLY PERMITTED: But must be handled by Full-time Officer after first stage (Score 3)							
LOCALLY PERMITTED: Lay Officials allowed to handle for first two stages (Score 2)			$\frac{4}{20} \times \frac{3}{2} = 0.300$		$\frac{16}{20} \times \frac{1}{2} = 0.400$	0.700	20
LOCALLY PERMITTED: Lay Officials allowed to handle throughout or not specified (Score 1)					$\frac{26}{26} \times \frac{1}{1} = 1.00$	1.000	26
					TOTALS	2.700	49

NOTE: Dependence index for category given by sum of cell scores in row. Each cell score calculated by:-

$$\frac{\text{Number of Issues in Cell}}{\text{Total Issues in Specified Handling Category}} \times \frac{\text{Actual Handling Score for Cell}}{\text{Specified Handling Score for Cell}}$$

UNADJUSTED INDEX $\frac{2.700}{3} = 0.900$

See Apendix S3.4 (Cont.)

ADJUSTMENT TO INDEX

The above index has extremes of 0.457 and 2.833 with a neutral point of 1 corresponding to the situation where a branch exercised just that degree of autonomy allowed by trade union constitution and agreements. Since the index is obtained from ratios it can be adjusted to use any desired scale extremes without affecting its measurement properties.

In the interests of uniformity of presentation it was transformed into a scale in which the maximum score obtainable is 100 and the minimum 1.

This was accomplished as follows:-

i. Unadjusted Scale Span $2.833 - 0.457 = 2.376$

ii. Adjusted Scale Span $100 - 1 = 99$

iii. $\frac{\text{Unadjusted Span}}{\text{Adjusted Span}} = \frac{2.376}{99} = 0.024$

iv. Neutral point for Adjusted Scale

$$= \left(\frac{1 - 0.457}{0.024}\right) + 1 = 23.625$$

v. Adjusted Index Score for this branch

$$23.625 - \left(\frac{1 - 0.900}{0.024}\right) = \underline{19.458}$$

FOCUS IN ISSUES: DERIVATION OF BRANCH INDICES

CASES AND ISSUES		GAS BRANCH			ELECTRICITY BRANCH			LOCAL AUTHORITY BRANCH 1			LOCAL AUTHORITY BRANCH 2		
TYPE (See Notes Below)	Type D Score	Issue Exposure E	Issues Adopted A	$\frac{A}{E}$ X D	Issue Exposure E	Issues Adopted A	$\frac{A}{E}$ X D	Issue Exposure E	Issues Adopted H	$\frac{A}{E}$ X D	Issue Exposure E	Issues Adopted A	$\frac{A}{D}$ X D
INTERNAL SELF	0 x	68	68	0	24	24	0	59	59	0	45	45	0
INTERNAL ALLIED	0 x	1	1	0	13	13	0	1	1	0	1	1	0
EXTERNAL ALLIED	0.025 xx	4	4	0.025	3	3	0.025	5	5	0.025	3	3	0.025
EXTERNAL SOLIDARISTIC	0.500 xx	14	1	0.036	15	3	0.100	17	2	0.059	17	2	0.059
MACRO SOCIAL 1	7.575 xx	13	1	0.583	13	2	1.165	15	7	3.535	15	3	1.515
MACRO SOCIAL 2	91.900 xx	12	0	0	12	0	0	12	2	15.317	12	0	0
			TOTAL	0.644		TOTAL	1.290		TOTAL	18.936		TOTAL	1.599

x See Note 2 overleaf
xx See Note 3 overleaf

NOTES: 1. Classification of Cases/Issues

Internal Self	Involves only branch members in that part of employing authority with which it deals.
Internal Allied	Internal to employing authority but of immediate impact on employees not represented by branch i.e. members of other branches or trade unions
External Allied	External to employing authority but in same industry and involving parallel groups to those represented by branch
External Solidaristic	Involving other services in same union or other trade unions at national level.
Macro Social 1	Wider social issues promoted by parent trade union of significance in U.K.
Macro Social 2	Wider social issues promoted by parent trade union of significance to international union movement.

2. Exclusion of Internal Self and Internal Allied Issue Types

The essential purpose of this index was to compare variations in focus on cases/issues external to the employing organisation. Since all branches adopted 100 per cent of cases/cases internal to the employing organisation, these categories can be excluded and the index used solely to evaluate external issues.

3. Selection of Type Scores

To meet the dual criteria of an overall index of maximum value of 100 and scores rising as issues became more external, it was necessary to take cognizance of the number of issues to which branches were exposed in each type. Otherwise a sum of sub-indices would be unsound i.e. it would be theoretically possible for adoption of a high proportion of less external issues to produce a sub-index score greater than a low proportion of a more external type.

The criteria are met when two conditions are satisfied:

i. Type scores sum to 100
ii. The equation $\frac{A}{E}$ X D for any type must be less than $\frac{A}{E}$ X D for the branch in the next most external type which is exposed to the highest number of issues and adopts only one. Thus:-

Issue Type	Type Score	Maximum Number of Issues to which Any Branch Exposed	Maximum Obtainable Type Score	Next Most External Type	Minimum Score Obtainable from Adoption of Issue in next Most External Type
External Allied	0.025	6	$\frac{6}{6}$ X 0.025= 0.025	External Solidaristic	$\frac{1}{17}$ X 0.500 = 0.029
External Solidaristic	0.500	17	$\frac{17}{17}$ X 0.500= 0.500	Macro Social 1	$\frac{1}{15}$ X 7.575 = 0.505
Macro Social 1	7.575	15	$\frac{15}{15}$ X 7.575= 7.575	Macro Social 2	$\frac{1}{12}$ X 91.90 = 7.658
Macro Social 2	91.900	12			
	Σ 100.000				

Appendix S5.1

GAS BRANCH

INITIATION OF ISSUES: DERIVATION OF BRANCH INDEX

NEGOTIABLE ISSUES — Initiator of Case or Issue

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Mean Number of Members per Case n	Trade Union: Total Membership of Branch S	Trade Union: Proportion of Branch Involved $P=\frac{Nn}{S}$	Management: Number of Cases N	Management: Mean Number of Members per Case n	Management: Total Membership of Branch S	Management: Proportion of Branch Involved $P=\frac{Nn}{S}$
Grading or Retrospective Payments	15	2.467	668	0.055				
Reorganisations and Redeployments	3	1.333	668	0.006	16	18.250	668	0.437
Individual Grievances	3	1.000	668	0.005				
Trade Union Facilities	2	1.000	668	0.003				
Industrial Injury	4	1.000	668	0.006				
TOTALS: T				0.075				0.437
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $p=\frac{T}{\Sigma T}$				P_1 = 0.022				P_2 = 0.128
MODE SCORES Ms				$Ms_1=66$				$Ms_2=33$

RESERVED ISSUES — Initiator of Case or Issue

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Mean Number of Members per Case n	Trade Union: Total Membership of Branch S	Trade Union: Proportion of Branch Involved $P=\frac{Nn}{S}$	Management: Number of Cases N	Management: Mean Number of Members per Case n	Management: Total Membership of Branch S	Management: Proportion of Branch Involved $P=\frac{Nn}{S}$
Discipline and Conduct					7	1.000	668	0.011
Supplementary Allowances	1	14.000	668	0.021				
New Technology and Working Methods	2	52.000	668	0.156	11	87.000	668	1.433
Holidays and Hours of Work	3	33.333	668	0.150	1	91.000	668	0.136
Manpower Levels	1	668.000	668	1.000				
TOTALS: T				1.327				1.580
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				P_3 = 0.388				P_4 = 0.462
MODE SCORES Ms				$Ms_3=100$				$Ms_4=1$

INDEX OF INITIATION = $(p_1 \times Ms_1) + (p_2 \times Ms_2) + (p_3 \times Ms_3) + (p_4 \times Ms_4)$ = 44.938

ELECTRICITY BRANCH

INITIATION OF ISSUES: DERIVATION OF BRANCH INDEX

NEGOTIABLE ISSUES									RESERVED ISSUES								
	INITIATOR OF CASE OR ISSUE									INITIATOR OF CASE OR ISSUE							
	TRADE UNION				MANAGEMENT					TRADE UNION				MANAGEMENT			
CASE OR ISSUE TYPE	Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$	Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$	CASE OR ISSUE TYPE	Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$	Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$
New Technology and Working Methods					2	276.000	451	1.224	Local Holidays					2	110.000	451	0.488
Reorganisation					2	243.500	451	1.080	Discipline and Conduct					1	451.000	451	1.000
Working Hours and Arrangements	1	451.000	451	1.000	1	109.000	451	0.242									
Grading Claims	15	10.933	451	0.364													
Commission Rates/Sales Targets					2	110.000	451	0.488									
Health and Safety	2	451.000	451	2.000													
Equal Opportunities	2	451.000	451	2.000													
Trade Union Facilities	1	451.000	451	1.000													
Individual Grievances	6	1.000	451	0.013													
TOTALS: T				6.377				3.034					0.000				1.488
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $p = \frac{T}{\Sigma T}$				$P_1 = 0.585$				$P_2 = 0.278$					$P_3 = 0$				$P_4 = 0.137$
MODE SCORES Ms				$Ms_1 = 66$				$Ms_2 = 33$					$Ms_3 = 100$				$Ms_4 = 1$

INDEX OF INITIATION = $(p_1 \times Ms_1) + (p_2 \times Ms_2) + (p_3 \times Ms_3) + (p_4 \times Ms_4) = 47.921$

LOCAL AUTHORITY BRANCH 1

INITIATION OF ISSUES: DERIVATION OF BRANCH INDEX

NEGOTIABLE ISSUES — Initiator of Case or Issue

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Mean Number of Members per Case n	Trade Union: Total Membership of Branch S	Trade Union: Proportion of Branch Involved $P=\frac{Nn}{S}$	Management: Number of Cases N	Management: Mean Number of Members per Case n	Management: Total Membership of Branch S	Management: Proportion of Branch Involved $P=\frac{Nn}{S}$
Regrading Claims	12	1.000	637	0.019				
Hours of Work and Leave Entitlement	1	53.000	637	0.083				
Individual Grievances	9	1.000	637	0.014				
New Technology Application	1	637.000	637	1.000				
Health and Safety	3	40.667	637	0.192				
TOTALS: T				1.308				0
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P=\frac{T}{\Sigma T}$				P_1 = 0.135				P_2 = 0
MODE SCORES Ms				$Ms_1=66$				$Ms_2=33$

RESERVED ISSUES — Initiator of Case or Issue

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Mean Number of Members per Case n	Trade Union: Total Membership of Branch S	Trade Union: Proportion of Branch Involved $P=\frac{Nn}{S}$	Management: Number of Cases N	Management: Mean Number of Members per Case n	Management: Total Membership of Branch S	Management: Proportion of Branch Involved $P=\frac{Nn}{S}$
Discipline and Conduct	1	637.000	637	1.000	6	1.000	637	0.009
Appointment, Promotion and Notice Periods	5	637.000	637	5.000				
Post Entry Training	4	1.000	637	0.006				
Reorganisations					19	12.526	637	0.374
Efficiency and Cooperation					1	637.000	637	1.000
Amalgamation with New Town Development Corporation (Transfer of Assets)					1	637.000	637	1.000
TOTALS: T				6.006				2.383
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				P_3 = 0.619				P_4 = 0.246
MODE SCORES Ms				$Ms_3=100$				$Ms_4=1$

INDEX OF INITIATION = $(p_1 \times Ms_1) + (p_2 \times Ms_2) + (p_3 \times Ms_3) + (p_4 \times Ms_4) = 71.056$

LOCAL AUTHORITY BRANCH 2

INITIATION OF ISSUES: DERIVATION OF BRANCH INDEX

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	INITIATOR OF CASE OR ISSUE: TRADE UNION: Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$	MANAGEMENT: Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$
Regrading Claims	20	1.000	411	0.049				
Individual Grievances	11	1.000	411	0.027				
New Technology Introduction	1	411.000	411	1.000				
Health and Safety	1	411.000	411	1.000				
TOTALS: T				2.076				0
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				P_1 = 0.456				P_2 = 0
MODE SCORES Ms				$Ms_1 = 66$				$Ms_2 = 33$

RESERVED ISSUES

CASE OR ISSUE TYPE	INITIATOR OF CASE OR ISSUE: TRADE UNION: Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$	MANAGEMENT: Number of Cases N	Mean Number of Members per Case n	Total Membership of Branch S	Proportion of Branch Involved $P = \frac{Nn}{S}$
Discipline and Conduct					4	1.000	411	0.010
Reorganisation and Redeployments					6	11.333	411	0.165
Hours of Work and Leave Entitlement					1	123.000	411	0.299
Security of Employment and Redundancy	1	411.000	411	1.000				
Amalgamation with New Town Development Corporation (Transfer of Assets)					1	411.000	411	1.000
TOTALS: T				1.000				1.474
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				P_3 = 0.220				P_4 = 0.324
MODE SCORES Ms				$Ms_3 = 100$				$Ms_4 = 1$

INDEX OF INITIATION = $(P_1 \times Ms_1) + (P_2 \times Ms_2) + (P_3 \times Ms_3) + (P_4 \times Ms_4)$ = 52.420

GAS BRANCH

INTENSITY OF ACTION: DERIVATION OF INTENSITY INDEX

CASES AND ISSUES		ISSUE HANDLING				INTENSITY	
TYPE	Number of Cases/Issues N	Mean Number of Members Per Issue n	Total Membership of Branch S	Proportion of Branch Involved P $P = \frac{Nn}{S}$	Intensity of Handling Score (See Note Below) Sc	$I = P \times Sc$	Sub-Index of Intensity for Issue Type $\frac{I}{N}$
INDIVIDUAL	7 26	1 1	668	0.011 0.039	5 10	0.055 0.390	0.014
GROUP AND DEPARTMENTAL	4 28 2 1	8.250 25.540 16.500 668.000	668	0.049 1.071 0.049 1.000	5 10 25 100	0.245 10.710 1.225 100.000	3.205
ORGANISATIONAL	1	668.000	668	1.000	25	25.000	25.000
INDUSTRY	2 1	668.000 668.000	668	2.000 1.000	1 25	2.000 25.000	9.000
WIDER SOCIAL	3	668.000	668	3.000	1	3.000	1.000
TOTALS:	75					167.625	

$$\text{INTENSITY INDEX} = \frac{167.625}{75} = 2.235$$

NOTE: Intensity of Handling scored as follows:

Score	Action
1	Passive i.e. distribution of leaflets/donation from funds
2	Joint Consultation
5	Informal Negotiation - case/issue not registered
10	Formal Bargaining
15	Demonstrations with no disruptive tactics
25	Minor Disruptive Tactics i.e. Blacklisting, Overtime ban
50	Major Tactics - Selective strike action
100	Major Tactics - all out striking

ELECTRICITY BRANCH

INTENSITY OF ACTION: DERIVATION OF INTENSITY INDEX

CASES AND ISSUES		ISSUE HANDLING				INTENSITY	
TYPE	Number of Cases/Issues N	Mean Number of Members Per Issue n	Total Membership of Branch S	Proportion of Branch Involved P $P = \frac{Nn}{S}$	Intensity of Handling Score (See Note Below) Sc	$I = P \times Sc$	Sub-Index of Intensity for Issue Type $\frac{I}{N}$
INDIVIDUAL	6 6	1 1	451	0.013 0.013	5 10	0.065 0.130	0.016
GROUP AND DEPARTMENTAL	1 15	34 72	451	0.075 2.395	5 10	0.375 23.950	1.520
ORGANISATIONAL	2 1 4 2	451 451 451 451	451	2.000 1.000 4.000 2.000	2 5 10 25	4.000 5.000 40.000 50.000	11.000
INDUSTRY	2 1	451 451	451	2.000 1.000	1 25	2.000 25.000	9.000
WIDER SOCIAL	5	451	451	5.000	1	5.000	1.000
TOTALS:	45					155.520	

INTENSITY INDEX $= \frac{155.52}{45} = 3.456$

NOTE: Intensity of Handling scored as follows:

Score	Action
1	Passive i.e. distribution of leaflets/donation from funds
2	Joint Consultation
5	Informal Negotiation - case/issue not registered
10	Formal Bargaining
15	Demonstrations with no disruptive tactics
25	Minor Disruptive Tactics i.e. Blacklisting, Overtime ban
50	Major Tactics - Selective strike action
100	Major Tactics - all out striking

LOCAL AUTHORITY BRANCH 1

INTENSITY OF ACTION: DERIVATION OF INTENSITY INDEX

CASES AND ISSUES		ISSUE HANDLING				INTENSITY	
TYPE	Number of Cases/Issues N	Mean Number of Members Per Issue n	Total Membership of Branch S	Proportion of Branch Involved P $P = \frac{Nn}{S}$	Intensity of Handling Score (See Note Below) Sc	$I = P \times Sc$	Sub-Index of Intensity for Issue Type $\frac{I}{N}$
INDIVIDUAL	9 24	1 1	637	0.014 0.037	5 10	0.070 0.370	0.013
GROUP AND DEPARTMENTAL	9 12	13 25.583	637	0.184 0.482	5 10	0.920 4.820	0.273
ORGANISATIONAL	2 2 4	637 637 637	637	2.000 2.000 4.000	2 5 10	4.000 10.000 40.000	6.750
INDUSTRY	2 1	637 637	637	2.000 1.000	1 25	2.000 25.000	9.000
WIDER SOCIAL	11 1	637 637	637	11.000 1.000	1 10	11.000 10.000	1.750
TOTALS:	77					108.280	

$$\text{INTENSITY INDEX} = \frac{108.280}{77} = 1.406$$

NOTE: Intensity of Handling scored as follows:

Score	Action
1	Passive i.e. distribution of leaflets/donation from funds
2	Joint Consultation
5	Informal Negotiation - case/issue not registered
10	Formal Bargaining
15	Demonstrations with no disruptive tactics
25	Minor Disruptive Tactics i.e. Blacklisting, Overtime ban
50	Major Tactics - Selective strike action
100	Major Tactics - all out striking

LOCAL AUTHORITY BRANCH 2

INTENSITY OF ACTION: DERIVATION OF INTENSITY INDEX

CASES AND ISSUES		ISSUE HANDLING				INTENSITY	
TYPE	Number of Cases/Issues N	Mean Number of Members Per Issue n	Total Membership of Branch S	Proportion of Branch Involved P $P = \frac{Nn}{S}$	Intensity of Handling Score (See Note Below) Sc	$I = P \times Sc$	Sub-Index of Intensity for Issue Type $\frac{I}{N}$
INDIVIDUAL	14	1	411	0.034	5	0.170	0.010
	21	1		0.051	10	0.510	
GROUP AND DEPARTMENTAL	6	11.500	411	0.168	10	1.680	0.280
ORGANISATIONAL	5	334.6	411	4.071	10	40.710	8.142
INDUSTRY	2	411	411	2.000	1	2.000	9.000
	1	411		1.000	25	25.000	
WIDER SOCIAL	5	411	411	5.000	1	5.000	1.000
TOTALS:	54					75.070	

$$\text{INTENSITY INDEX} = \frac{75.070}{54} = 1.390$$

NOTE: Intensity of Handling scored as follows:

Score	Action
1	Passive i.e. distribution of leaflets/donation from funds
2	Joint Consultation
5	Informal Negotiation - case/issue not registered
10	Formal Bargaining
15	Demonstrations with no disruptive tactics
25	Minor Disruptive Tactics i.e. Blacklisting, Overtime ban
50	Major Tactics - Selective strike action
100	Major Tactics - all out striking

MEAN NON-ACTIVIST SCORES FOR QUESTIONNAIRE ITEM C7

ISSUE CATEGORY	GAS BRANCH Mean Sample Scores N = 121		ELECTRICITY BRANCH Mean Sample Scores N = 93		LOCAL AUTHORITY BRANCH 1 Mean Sample Scores N = 121		LOCAL AUTHORITY BRANCH 2 Mean Sample Scores N = 72		DIFFERENCES BETWEEN BRANCHES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	52.636	31.614	52.538	29.134	63.397	24.899	50.181	31.449	8.72 df=12	N/S
GROUP/DEPARTMENTAL ISSUES	50.777	29.456	48.021	30.769	65.843	25.337	39.306	35.365	8.84 df=9	N/S
ORGANISATIONAL ISSUES	49.347	30.771	46.643	26.868	69.091	22.035	44.262	28.460	18.10 df=9	*
INDUSTRY ISSUES	44.826	29.018	40.871	30.944	60.331	27.707	40.569	31.791	12.56 df=12	N/S
WIDER SOCIAL ISSUES	31.107	26.864	29.431	27.335	33.107	25.559	27.903	29.369	21.45 df=9	*
MEAN SCORE (All Categories)	45.739	29.589	43.499	29.059	58.354	25.173	40.444	31.378		

Question C7 "I have a great deal of opportunity to influence the policy of my trade union branch on issues of this type"

Totally true Scored 100 — Mildly true Scored 75 — Neither true or untrue Scored 50 — Mildly untrue Scored 25 — Totally untrue Scored 1

N/S Not statistically significant at P<.05 Level
* Statistically significant at P<.05 Level

MEAN ACTIVIST SCORES FOR QUESTIONNAIRE ITEM C7

ISSUE CATEGORY	GAS BRANCH Mean Sample Scores N = 18		ELECTRICITY BRANCH Mean Sample Scores N = 13		LOCAL AUTHORITY BRANCH 1 Mean Sample Scores N =25		LOCAL AUTHORITY BRANCH 2 Mean Sample Scores N = 20		DIFFERENCES BETWEEN BRANCHES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	70.888	24.492	78.846	21.589	64.120	31.444	55.050	30.002	11.52 df=6	N/S
GROUP/DEPARTMENTAL ISSUES	68.056	21.740	78.846	9.026	67.080	31.568	70.100	25.982	2.09 df=3	N/S
ORGANISATIONAL ISSUES	63.889	22.393	80.769	20.004	62.000	33.630	71.105	24.353	7.56 df=6	N/S
INDUSTRY ISSUES	63.389	28.485	57.769	31.460	64.120	31.444	55.050	30.002	5.33 df=12	N/S
WIDER SOCIAL ISSUES	62.944	32.954	59.923	24.892	64.120	31.444	55.368	30.962	4.40 df=12	N/S
MEAN SCORE (All Categories)	65.833	26.352	71.231	22.614	64.288	31.918	61.335	28.380		

Question C7 "I have a great deal of opportunity to influence the policy of my trade union branch on issues of this type"

Totally true	Mildly true	Neither true or untrue	Mildly untrue	Totally untrue
Scored 100	Scored 75	Scored 50	Scored 25	Scored 1

N/S Not statistically significant at P <.05 Level

GAS BRANCH

QUESTIONNAIRE ITEM C7 - COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLE SCORES

ISSUE TYPE	NON ACTIVISTS N = 121		ACTIVISTS N = 18		DIFFERENCES BETWEEN SAMPLES	
	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	x^2	SIGNIFICANCE
INDIVIDUAL ISSUES	52.636	31.614	70.888	24.492	7.13 df = 4	N/S
GROUP/DEPARTMENTAL ISSUES	50.777	29.456	68.056	21.740	5.17 df = 3	N/S
ORGANISATIONAL ISSUES	49.347	30.771	63.889	22.393	6.87 df = 3	N/S
INDUSTRY ISSUES	44.826	29.018	63.389	28.485	7.64 df = 4	N/S
WIDER SOCIAL ISSUES	31.107	26.864	62.944	32.954	2.74 df = 3	N/S

N/S Not statistically significant at $P < .05$ level

ELECTRICITY BRANCH

QUESTIONNAIRE ITEM C7 - COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLE SCORES

ISSUE TYPE	NON ACTIVISTS N = 93		ACTIVISTS N = 13		DIFFERENCES BETWEEN SAMPLES	
	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	x^2	SIGNIFICANCE
INDIVIDUAL ISSUES	52.538	29.134	78.846	21.589	11.42 df = 3	xx
GROUP/DEPARTMENTAL ISSUES	48.021	30.769	78.846	9.026	0.66 df = 1	N/S
ORGANISATIONAL ISSUES	46.634	26.868	80.769	20.004	29.00 df = 2	xxx
INDUSTRY ISSUES	40.871	30.944	57.769	31.460	7.83 df = 4	N/S
WIDER SOCIAL ISSUES	29.431	27.335	59.923	24.892	17.41 df = 4	xxx

N/S Not statistically significant at $P<.05$ level
xx Statistically significant at $P<.01$ level
xxx Statistically significant at $P<.001$ level

LOCAL AUTHORITY BRANCH 1

QUESTIONNAIRE ITEM C7 - COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLE SCORES

ISSUE TYPE	NON ACTIVISTS N = 121		ACTIVISTS N = 25		DIFFERENCES BETWEEN SAMPLES	
	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	x^2	SIGNIFICANCE
INDIVIDUAL ISSUES	63.397	24.899	64.120	31.444	8.23 df = 4	N/S
GROUP/DEPARTMENTAL ISSUES	65.843	25.337	67.080	31.568	15.95 df = 4	xx
ORGANISATIONAL ISSUES	69.091	22.035	62.000	33.630	23.73 df = 3	xxx
INDUSTRY ISSUES	60.331	27.707	64.120	31.444	9.79 df = 4	x
WIDER SOCIAL ISSUES	33.107	25.559	64.120	31.444	27.71 df = 4	xxx

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

LOCAL AUTHORITY BRANCH 2

QUESTIONNAIRE ITEM C7 - COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLE SCORES

ISSUE TYPE	NON ACTIVISTS N ·72		ACTIVISTS N = 20		DIFFERENCES BETWEEN SAMPLES	
	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	x^2	SIGNIFICANCE
INDIVIDUAL ISSUES	50.181	31.449	55.050	30.002	4.21 df = 4	N/S
GROUP/DEPARTMENTAL ISSUES	39.306	35.365	70.100	25.982	9.80 df = 3	x
ORGANISATIONAL ISSUES	44.262	28.460	71.105	24.353	14.39 df = 4	xx
INDUSTRY ISSUES	40.569	31.791	55.050	30.002	8.55 df = 4	N/S
WIDER SOCIAL ISSUES	27.903	29.369	55.868	30.962	12.20 df = 4	x

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NON-ACTIVISTS: GENERAL ISSUE SALIENCES, ALL BRANCHES

ISSUE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72			DIFFERENCE BETWEEN BRANCHES	
	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	χ^2	Significance
Individual Grievance	6.198	3.227	5	6.081	3.452	5.5	5.088	3.321	4	5.811	3.568	5	14.39 df=12	N/S
Disciplinary Hearings	6.554	3.241	9	6.838	3.333	8	5.921	3.118	7	6.308	3.470	6	12.05 df=12	N/S
Individual Regrade Claims	6.521	3.123	7	6.604	2.873	7	5.903	2.870	6	6.569	2.957	8	23.90 df=12	x
Individual Redeployments	6.083	2.851	4	5.600	3.071	4	5.573	2.721	5	5.488	3.152	4	14.35 df=12	N/S
Departmental Reorganisations	7.512	3.491	10	7.472	3.269	10	8.287	2.717	10	7.462	3.212	10	18.34 df=12	N/S
New Technology. Working Methods	7.554	3.263	11	7.729	3.281	11	8.413	2.677	11	7.633	3.320	11	14.06 df=12	N/S
Organisation Redundancy Policy	5.215	3.350	1	4.808	2.660	2	3.946	2.526	1	5.066	2.729	2	31.80 df=9	xxx
Organisation Hours of Work	5.694	3.349	3	5.000	2.448	3	5.030	2.388	3	5.311	2.700	3	12.03 df=9	N/S
Working Conditions/ Accommodation	5.256	3.407	2	4.388	2.631	1	4.259	2.591	2	4.787	2.842	1	12.38 df=9	N/S
Industry: Pensions	6.492	3.771	9	6.902	3.707	9	7.222	3.854	9	7.111	3.670	9	5.15 df=12	N/S
Industry: Salary Claims	6.190	3.850	6	6.083	3.800	5.5	6.513	3.987 18	8	6.358	3.800	7	6.56 df=12	N/S
Oppose Anti-Trade Union Legislation	12.190	2.936	13	12.967	2.610	13	13.269	1.424	13	12.820	2.248	13	35.29 df=9	xxx
Nuclear Disarmament	13.645	3.240	15	14.026	1.949	15	14.323	1.487	15	13.991	2.111	15	13.02 df=9	N/S
Oppose Public Service Cuts	11.678	2.876	12	12.069	1.921	12	11.931	1.210	12	12.001	2.180	12	28.02 df=6	xxx
Support Wider Trade Union Movement	12.653	2.937	14	13.300	2.040	14	13.492	1.533	14	13.250	2.037	14	13.44 df=6	x

NON-ACTIVISTS: GENERAL ISSUE SALIENCES, ALL BRANCHES (CONT)

ISSUE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72			DIFFERENCE BETWEEN BRANCHES	
	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	x^2	Signif-icance
INDIVIDUAL LEVEL ISSUES	2.463	1.029	2	2.548	1.223	2	2.281	1.144	2	2.694	1.539	2	20.70 df=9	x
GROUP/DEPARTMENTAL LEVEL ISSUES	2.818	0.971	4	3.011	1.052	4	3.248	0.846	4	3.139	1.140	4	13.44 df=9	N/S
ORGANISATIONAL LEVEL ISSUES	2.322	1.241	1	2.075	0.835	1	1.826	0.779	1	2.056	0.880	1	58.20 df=9	xxx
INDUSTRY LEVEL ISSUES	2.704	1.077	3	2.624	1.214	3	2.727	1.233	3	2.986	1.194	3	9.58 df=9	N/S
WIDER SOCIAL LEVEL ISSUES	4.849	1.003	5	4.849	0.636	5	4.727	0.719	5	4.819	0.714	5	7.54 df=6	N/S

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

ACTIVISTS: GENERAL ISSUE SALIENCES, ALL BRANCHES

ISSUE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20			DIFFERENCE BETWEEN BRANCHES	
	Mean Rank	Standard Deviation	Rank of Mean Ranks	Mean Rank	Standard Deviation	Rank of Mean Ranks	Mean Rank	Standard Deviation	Rank of Mean Ranks	Mean Rank	Standard Deviation	Rank of Mean Ranks	χ^2	Significance
Individual Grievance	6.332	3.899	6	7.079	4.010	8	6.323	3.400	4	5.000	3.258	1	7.17 df=9	N/S
Disciplinary Hearings	6.280	4.200	3	7.229	4.000	9	6.381	3.382	5	5.400	3.190	3	10.71 df=9	N/S
Individual Regrade Claims	7.389	3.619	11	7.922	3.118	11	7.442	3.029	8	6.000	3.480	6	8.75 df=9	N/S
Individual Redeployments	6.672	4.031	9	6.232	3.787	6	6.679	3.821	6	5.200	3.300	2	5.09 df=9	N/S
Departmental Reorganisations	6.328	3.608	4	5.391	3.622	3	6.957	3.468	7	7.250	3.110	8	8.67 df=9	N/S
New Technology. Working Methods	6.331	3.533	5	5.151	3.578	2	7.562	3.422	9	7.350	2.872	9	16.58 df=9	N/S
Organisation Redundancy Policy	6.334	3.337	7	7.311	3.280	10	3.800	2.891	1	5.450	4.010	4	14.45 df=9	N/S
Organisation Hours of Work	6.449	2.661	8	6.849	3.210	7	5.118	2.648	3	6.150	3.990	7	12.56 df=9	N/S
Working Conditions/ Accommodation	6.182	2.849	1	6.148	3.391	4	4.038	2.530	2	5.550	3.950	5	12.07 df=9	N/S
Industry: Pensions	7.220	4.251	10	6.152	3.813	5	8.717	3.657	11	8.950	3.150	11	6.98 df=9	N/S
Industry: Salary Claims	6.222	4.248	2	5.150	3.813	1	7.800	3.709	10	7.950	3.150	10	8.89 df=9	N/S
Oppose Anti-Trade Union Legislation	11.281	3.030	12	12.078	2.988	12	12.162	3.282	13	12.200	3.170	13	12.80 df=6	x
Nuclear Disarmament	12.939	4.111	15	13.770	2.861	15	13.438	3.159	15	13.650	2.640	15	0.77 df=6	N/S
Oppose Public Service Cuts	11.722	2.840	13	13.392	2.821	14	10.839	3.281	12	11.400	2.390	12	12.97 df=6	x
Support Wider Trade Union Movement	12.283	3.611	14	12.148	3.207	13	12.444	3.322	14	12.550	2.930	14	1.82 df=6	N/S

ACTIVISTS: GENERAL ISSUE SALIENCES, ALL BRANCHES (CONT)

ISSUE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20			DIFFERENCE BETWEEN BRANCHES	
	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	Mean Rank	Standard Deviation	Rank of Mean Rank	x^2	Significance
INDIVIDUAL LEVEL ISSUES	2.671	1.833	3	2.767	1.122	4	2.641	1.252	2	2.150	1.230	1	6.23 df=12	N/S
GROUP/DEPARTMENTAL LEVEL ISSUES	2.611	1.989	1	2.313	1.179	1	2.843	1.111	3	2.800	0.950	3	16.98 df=9	x
ORGANISATIONAL LEVEL ISSUES	2.550	1.290	2	2.931	1.171	3	1.879	0.898	1	2.200	1.320	2	21.17 df=9	x
INDUSTRY LEVEL ISSUES	2.674	1.139	4	2.389	1.258	2	3.163	1.211	4	3.250	1.070	4	12.03 df=9	N/S
WIDER SOCIAL LEVEL ISSUES	4.500	1.101	5	4.622	0.959	5	4.522	1.160	5	4.600	1.000	5	0.75 df=9	N/S

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level

GAS BRANCH

GENERAL ISSUE SALIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 121			ACTIVISTS N = 18			Differences Between Samples	
	Mean Rank	Standard Deviation	Rank: Mean Rank	Mean Rank	Standard Deviation	Rank: Mean Rank	x^2	Significance
Individual Grievance	6.198	3.227	5	6.332	3.899	6	1.45 df=3	N/S
Disciplinary Hearings	6.554	3.241	9	6.280	4.200	3	4.41 df=3	N/S
Individual Regrade Claims	6.521	3.123	7	7.389	3.619	11	7.29 df=3	N/S
Individual Redeployments	6.083	2.851	4	6.672	4.031	9	2.76 df=3	N/S
Departmental Reorganisations	7.512	3.491	10	6.328	3.608	4	3.12 df=3	N/S
New Technology or Working Methods	7.554	3.263	11	6.331	3.533	5	3.51 df=3	N/S
Organisation Redundancy Policy	5.215	3.350	1	6.334	3.337	7	5.22 df=3	N/S
Organisation Hours of Work	5.694	3.349	3	6.499	2.661	8	5.36 df=3	N/S
Working Conditions or Accommodation	2.256	3.407	2	6.182	2.859	1	4.63 df=3	N/S
Industry: Pensions	6.492	3.771	9	7.220	4.251	10	1.17 df=3	N/S
Industry: Salary Claims	6.190	3.850	6	6.222	4.248	2	1.69 df=3	N/S
Opposition to Anti-T.U. Legislation	12.190	2.936	13	11.281	3.030	12	6.17 df=2	x
Nuclear Disarmament	13.645	3.240	15	12.939	4.111	15	2.62 df=2	N/S
Opposition to Public Service Cuts	11.678	2.876	12	11.722	2.840	13	2.13 df=2	N/S
Support for Wider T.U. Movement	12.653	2.937	14	12.283	3.611	14	0.32 df=2	N/S

Individual Level Issues	2.463	1.029	2	2.671	1.833	3	4.96 df=3	N/S
Group/Departmental Level Issues	2.818	0.971	4	2.611	1.989	1	2.18 df=3	N/S
Organisation Level Issues	2.322	1.241	1	2.550	1.290	2	5.70 df=3	N/S
Industry Level Issues	2.704	1.077	3	2.674	1.139	4	0.55 df=3	N/S
Wider Social Level Issues	4.694	1.003	5	4.500	1.101	5	4.31 df=2	N/S

N/S Not satistically significant at P < .05 level
x Statistically significant at P< .05 level

ELECTRICITY BRANCH

GENERAL ISSUE SALIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 93			ACTIVISTS N = 13			Differences Between Samples	
	Mean Rank	Standard Deviation	Rank: Mean Rank	Mean Rank	Standard Deviation	Rank Mean Rank	x^2	Significance
Individual Grievance	6.081	3.452	5 (Joint)	7.079	4.010	8	1.42 df=3	N/S
Disciplinary Hearings	6.838	3.333	8	7.229	4.000	9	0.34 df=3	N/S
Individual Regrade Claims	6.604	2.873	7	7.922	3.118	11	2.52 df=3	N/S
Individual Redeployments	5.600	3.071	4	6.232	3.787	6	0.84 df=3	N/S
Departmental Reorganisations	7.472	3.269	10	5.391	3.622	3	7.35 df=3	N/S
New Technology or Working Methods	7.729	3.281	11	5.151	3.578	2	11.94 df=3	xx
Organisation Redundancy Policy	4.808	2.660	2	7.311	3.280	10	8.10 df=3	x
Organisation Hours of Work	5.000	2.448	3	6.849	3.210	7	13.78 df=3	xx
Working Conditions or Accommodation	4.388	2.631	1	6.148	3.391	4	7.88 df=3	x
Industry: Pensions	6.902	3.707	9	6.152	3.813	5	2.51 df=3	N/S
Industry: Salary Claims	6.083	3.800	5 (Joint)	5.150	3.813	1	1.36 df=3	N/S
Opposition to Anti-T.U. Legislation	12.967	2.610	13	12.078	2.988	12	7.04 df=2	x
Nuclear Disarmament	14.026	1.949	15	13.770	2.861	15	2.12 df=2	N/S
Opposition to Public Service Cuts	12.069	1.921	12	13.392	2.821	14	3.02 df=2	N/S
Support for Wider T.U. Movement	13.300	2.040	14	12.148	3.207	13	3.49 df=2	N/S

Individual Level Issues	2.548	1.223	2	2.767	1.122	4	4.98 df=4	N/S
Group/Departmental Level Issues	3.011	1.052	4	2.313	1.179	1	7.18 df=3	N/S
Organisation Level Issues	2.075	0.835	1	1.931 2.	1.171	3	18.41 df=4	xx
Industry Level Issues	2.624	1.214	3	2.389	1.258	2	2.66 df=3	N/S
Wider Social Level Issues	4.849	0.636	5	4.622	0.959	5	2.16 df=2	N/S

N/S Not satistically significant at $P < .05$ level

x Statistically significant at $P < .05$ level

xx Statistically significant at $P < .01$ level

LOCAL AUTHORITY BRANCH 1
GENERAL ISSUE SALIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 121			ACTIVISTS N = 25			Differences Between Samples	
	Mean Rank	Standard Deviation	Rank: Mean Rank	Mean Rank	Standard Deviation	Rank: Mean Rank	x^2	Significance
Individual Grievance	5.088	3.321	4	6.323	3.400	4	14.32 df=3	xx
Disciplinary Hearings	5.921	3.118	7	6.381	3.382	5	2.60 df=3	N/S
Individual Regrade Claims	5.903	2.870	6	7.442	3.029	8	5.29 df=3	N/S
Individual Redeployments	5.573	2.721	5	6.679	3.821	6	1.92 df=3	N/S
Departmental Reorganisations	8.287	2.717	10	6.957	3.468	7	7.33 df=3	N/S
New Technology or Working Methods	8.413	2.677	11	7.562	3.422	9	7.93 df=3	x
Organisation Redundancy Policy	3.946	2.526	1	3.800	2.891	1	4.84 df=3	N/S
Organisation Hours of Work	5.030	2.388	3	5.118	2.648	3	0.68 df=3	N/S
Working Conditions or Accommodation	4.259	2.591	2	4.038	2.530	2	0.67 df=3	N/S
Industry: Pensions	7.222	3.854	9	8.717	3.657	11	4.78 df=3	N/S
Industry: Salary Claims	6.513	3.978	8	7.800	3.709	10	4.61 df=3	N/S
Opposition to Anti-T.U. Legislation	13.269	1.424	13	12.162	3.282	13	6.69 df=2	x
Nuclear Disarmament	14.323	1.487	15	13.438	3.159	15	5.81 df=2	N/S
Opposition to Public Service Cuts	11.931	1.210	12	10.839	3.281	12	5.25 df=2	N/S
Support for Wider T.U. Movement	13.492	1.533	14	12.444	3.322	14	4.58 df=2	N/S

Individual Level Issues	2.281	1.144	2	2.641	1.252	2	7.77 df=4	N/S
Group/Departmental Level Issues	3.248	0.846	4	2.843	1.111	3	9.50 df=3	x
Organisation Level Issues	1.826	0.799	1	1.879	0.898	1	3.29 df=3	N/S
Industry Level Issues	2.727	1.233	3	3.163	1.211	4	4.74 df=3	N/S
Wider Social Level Issues	4.727	0.719	5	4.522	1.160	5	5.19 df=2	N/S

N/S Not satistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

LOCAL AUTHORITY BRANCH 2
GENERAL ISSUE SALIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 72			ACTIVISTS N = 20			Differences Between Samples	
	Mean Rank	Standard Deviation	Rank: Mean Rank	Mean Rank	Standard Deviation	Rank: Mean Rank	x^2	Significance
Individual Grievance	5.811	3.568	5	5.000	3.258	1	3.67 df=3	N/S
Disciplinary Hearings	6.308	3.470	6	5.400	3.190	3	2.91 df=3	N/S
Individual Regrade Claims	6.569	2.957	8	6.000	3.480	6	2.20 df=3	N/S
Individual Redeployments	5.488	3.152	4	5.200	3.300	2	0.50 df=3	N/S
Departmental Reorganisations	7.462	3.212	10	7.250	3.110	8	4.25 df=3	N/S
New Technology or Working Methods	7.633	3.320	11	7.350	2.872	9	3.59 df=3	N/S
Organisation Redundancy Policy	5.066	2.729	2	5.450	4.010	4	12.47 df=3	xx
Organisation Hours of Work	5.311	2.700	3	6.150	3.990	7	3.67 df=3	N/S
Working Conditions or Accommodation	4.787	2.842	1	5.550	3.950	5	5.55 df=3	N/S
Industry: Pensions	7.111	3.670	9	8.950	3.150	11	2.64 df=3	N/S
Industry: Salary Claims	6.358	3.800	7	7.950	3.150	10	5.18 df=3	N/S
Opposition to Anti-T.U. Legislation	12.820	2.248	13	12.200	3.170	13	0.21 df=2	N/S
Nuclear Disarmament	13.991	2.111	15	13.650	2.640	15	0.59 df=2	N/S
Opposition to Public Service Cuts	12.001	2.180	12	11.400	2.390	12	1.75 df=2	N/S
Support for Wider T.U. Movement	13.250	2.037	14	12.550	2.930	14	0.72 df=2	N/S

Individual Level Issues	2.694	1.539	2	2.150	1.230	1	3.49 df=4	N/S
Group/Departmental Level Issues	3.139	1.140	4	2.800	0.950	3	3.83 df=3	N/S
Organisation Level Issues	2.056	0.880	1	2.200	1.320	2	7.51 df=3	N/S
Industry Level Issues	2.986	1.194	3	3.250	1.070	4	4.80 df=3	N/S
Wider Social Level Issues	4.819	0.714	5	4.600	1.000	5	2.31 df=2	N/S

N/S Not statistically significant at P <.05 level

xx Statistically significant at P <.01 level

NON-ACTIVIST SAMPLES: MEAN SAMPLE SCORES FOR QUESTIONNAIRE ITEMS C2b, C3b, C4b, C5b, C6b

ISSUE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72			DIFFERENCE BETWEEN BRANCHES	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	χ^2	Significance
Individual Grievance	68.820	27.188	13	70.183	23.769	11	68.207	26.635	11	73.277	21.735	10	8.61 df=12	N/S
Disciplinary Hearings	59.983	29.931	14	59.151	21.280	15	64.083	21.677	14	66.347	19.521	14	50.89 df=12	xxx
Individual Regrade Claims	76.247	26.059	10	73.925	20.711	10	67.579	24.144	12	73.264	22.176	11	31.35 df=9	xxx
Individual Redeployments	87.603	17.641	3	89.785	16.163	1	77.893	22.079	8	91.319	14.649	1	35.30 df=9	xxx
Departmental Reorganisations	82.645	21.282	7	88.172	15.808	3	77.901	24.067	7	86.806	16.652	3 (Joint)	19.58 df=6	xx
New Technology. Working Methods	82.777	17.331	6	82.527	17.112	6	77.273	21.076	9	82.639	16.478	8	11.99 df=6	N/S
Organisation Redundancy Policy	91.322	11.901	2	84.688	17.537	5	86.943	17.189	4	86.458	12.457	5	17.71 df=3	xxx
Organisation Hours of Work	84.917	14.897	5	81.720	17.636	7	81.198	15.838	6	86.806	12.481	3 (Joint)	4.43 df=3	N/S
Working Conditions/ Accommodation	82.205	19.610	8	85.215	14.311	4	84.917	13.438	5	85.764	12.379	6	0.84 df=3	N/S
Industry: Pensions	85.124	35.123	4	79.570	14.173	8	86.983	14.409	3	84.028	12.008	7	9.98 df=3	x
Industry: Salary Claims	93.182	11.589	1	89.247	15.292	2	93.595	10.913	1	90.625	12.103	2	5.92 df=3	N/S
Oppose Anti-Trade Union Legislation	73.165	24.013	11	65.871	22.505	12	69.421	22.838	10	58.750	11.997	15	13.03 df=6	x
Nuclear Disarmament	57.793	34.497	15	59.473	27.275	14	60.818	33.736	15	67.708	18.370	13	6.24 df=6	N/S
Oppose Public Service Cuts	77.927	26.445	9	78.774	20.354	9	89.462	12.345	2	81.250	18.517	9	7.94 df=6	N/S
Support Wider Trade Union Movement	69.083	28.211	12	64.011	23.520	13	67.149	22.506	13	67.278	23.774	12	11.07 df=9	N/S

NON - ACTIVIST SAMPLES: MEAN SAMPLE SCORES FOR QUESTIONNAIRE ITEMS C2b, C3b, C4b, C5b, C6b (CONT)

ISSUE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72			DIFFERENCES BETWEEN BRANCHES	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	x^2	Significance
INDIVIDUAL ISSUES	73.163	20.004	4	73.261	15.030	4	69.441	18.627	5	76.052	15.897	4	9.81 df=6	N/S
GROUP/DEPARTMENTAL ISSUES	82.711	17.182	3	85.350	18.836	1	77.587	20.427	3	84.723	14.010	3	17.36 df=6	xx
ORGANISATIONAL ISSUES	86.148	14.222	2	83.874	14.158	3	84.353	13.087	2	86.343	12.423	2	0.26 df=3	N/S
INDUSTRY ISSUES	89.153	11.263	1	84.409	19.710	2	90.289	11.027	1	87.327	12.103	1	6.05 df=3	N/S
WIDER SOCIAL ISSUES	69.492	23.157	5	67.032	19.793	5	71.713	17.692	4	68.747	18.517	5	2.65 df=6	N/S
INDEX (Mean of Type Scores)	80.133			78.785			78.677			81.038				

Questions C2B,C3b,C4b,C5b,C6b "Please indicate how important you feel it would be for the membership of the whole branch to express its feelings before any policy or course of action was decided".

100 = Very Important, 75 = Important, 50 = No feelings one way or another, 25 = Not important, 1 = No importance whatsoever.

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level.

ACTIVIST SAMPLES: MEAN SAMPLE SCORES FOR QUESTIONNAIRE ITEMS C2b, C3b, C4b, C5b, C6b

ISSUE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20			DIFFERENCE BETWEEN BRANCHES	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	χ^2	Significance
Individual Grievance	50.111	29.862	14	54.000	30.501	13	56.040	27.010	15	51.450	33.680	13	8.18 df=12	N/S
Disciplinary Hearings	47.389	28.461	15	46.385	34.844	15	52.040	30.840	14	47.800	39.881	15	10.36 df=12	N/S
Individual Regrade Claims	57.111	33.885	13	65.462	24.430	10 (Joint)	65.040	24.389	13	48.550	33.680	14	8.65 df=12	N/S
Individual Redeployments	80.611	25.587	7	78.923	28.957	6	80.000	21.213	7	77.500	22.220	8 (Joint)	4.51 df=9	N/S
Departmental Reorganisations	63.889	29.134	10	83.284	15.142	3	86.000	21.307	4	67.500	27.500	12	5.09 df=6	N/S
New Technology. Working Methods	97.500	12.500	1	82.692	20.532	4	77.000	15.684	10 (Joint)	86.250	14.737	7	7.05 df=3	N/S
Organisation Redundancy Policy	86.111	17.123	4	69.308	26.025	9	94.000	10.677	2	96.250	8.927	1	15.57 df=3	xx
Organisation Hours of Work	87.500	4.167	3	80.769	17.414	5	77.000	12.083	10 (Joint)	90.000	12.247	3 (Joint)	9.52 df=3	x
Working Conditions/ Accommodation	61.111	15.143	12	84.615	18.446	2	81.000	12.806	6	87.500	12.500	6	3.76 df=3	N/S
Industry: Pensions	69.444	31.793	9	71.154	23.710	7 (Joint)	84.000	17.167	5	90.000	12.247	3 (Joint)	2.81 df=3	N/S
Industry: Salary Claims	93.111	23.060	2	88.462	12.463	1	96.000	9.165	1	95.000	10.000	2	6.63 df=3	N/S
Oppose Anti-Trade Union Legislation	83.333	20.413	5 (Joint)	65.385	18.445	12	78.000	23.791	9	77.500	17.500	8 (Joint)	8.52 df=6	N/S
Nuclear Disarmament	63.500	36.531	11	52.077	32.958	14	65.120	35.136	12	68.750	19.162	11	3.74 df=6	N/S
Oppose Public Service Cuts	83.333	11.785	5 (Joint)	71.154	33.750	7 (Joint)	92.000	11.662	3	88.750	16.724	5	7.26 df=3	N/S
Support Wider Trade Union Movement	75.000	22.048	8	65.462	33.750	10 (Joint)	79.000	20.833	8	73.750	20.117	10	4.87 df=9	N/S

ACTIVIST SAMPLES: MEAN SAMPLE SCORES FOR QUESTIONNAIRE ITEMS C2b, C3b, C4b, C5b, C6b (CONT)

ISSUE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20			DIFFERENCES BETWEEN BRANCHES	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	x^2	Significance
INDIVIDUAL ISSUES	58.806	27.951	5	61.928	20.533	5	65.780	19.647	5	56.325	18.157	5	2.11 df=6	N/S
GROUP/DEPARTMENTAL ISSUES	80.695	12.500	2	82.988	17.916	1	81.500	18.815	3	72.500	17.854	4	5.98 df=3	N/S
ORGANISATIONAL ISSUES	78.241	16.954	3	78.231	13.462	3	84.000	14.142	2	90.833	11.924	2	9.24 df=3	x
INDUSTRY ISSUES	81.678	13.322	1	79.808	15.858	2	90.000	9.165	1	92.500	10.000	1	5.82 df=3	N/S
WIDER SOCIAL ISSUES	76.292	16.434	4	63.520	24.777	4	78.530	19.079	4	77.188	16.346	3	5.45 df=6	N/S
INDEX (Mean of Type Scores)	75.062			73.168			79.962			75.869				

Questions C2B,C3b,C4b,C5b,C6b "Please indicate how important you feel it would be for the membership of the whole branch to express its feelings before any policy or course of action was decided".

100= Very Important, 75 = Important, 50 = No feelings one way or another, 25 = Not important, 1 = No importance whatsoever.

N/S Not statistically significant at P <.05 level
x Statistically significant at P <.05 level
xx Statistically significant at P <.01 level

GAS BRANCH

MEAN SCORES FOR QUESTIONNAIRE ITEMS C2B, C3b, C4b, C5b, C6b: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 121			ACTIVISTS N = 18			Differences Between Samples	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	x^2	Significance
Individual Grievance	68.820	27.188	13	50.111	29.862	14	2.53 df=4	N/S
Disciplinary Hearings	59.983	29.931	14	47.389	28.461	15	10.79 df=4	x
Individual Regrade Claims	76.247	26.059	10	57.111	33.885	13	18.84 df=4	xxx
Individual Redeployments	87.603	17.641	3	80.611	25.587	7	5.41 df=3	x
Departmental Reorganisations	82.645	21.282	7	63.889	29.134	10	6.68 df=3	N/S
New Technology or Working Methods	82.777	17.331	6	97.500	12.500	1	0.26 df=3	N/S
Organisation Redundancy Policy	91.322	11.901	2	86.111	17.123	4	2.35 df=3	N/S
Organisation Hours of Work	84.917	14.897	5	87500	4.167	3	3.76 df=3	N/S
Working Conditions or Accommodation	82.205	19.610	8	61.111	15.143	12	1.33 df=3	N/S
Industry: Pensions	85.124	35.123	4	69.444	31.793	9	3.07 df=3	N/S
Industry: Salary Claims	93.182	11.589	1	93.111	23.060	2	1.99 df=3	N/S
Opposition to Anti-T.U. Legislation	73.165	24.013	11	83.333	20.413	5 Joint	3.96 df=3	N/S
Nuclear Disarmament	57.793	34.497	15	63.500	36.531	11	4.51 df=4	N/S
Opposition to Public Service Cuts	77.927	26.445	9	83.333	11.785	5 (Joint)	1.03 df=1	N/S
Support for Wider T.U. Movement	69.083	28.211	12	75.000	22.048	8	0.60 df=3	N/S

Individual Level Issues	73.163	20.004	4	58.806	27.951	5	15.01 df=3	xx
Group/Departmental Level Issues	82.711	17.182	3	80.695	12.500	2	2.45 df=1	N/S
Organisation Level Issues	86.148	14.222	2	78.241	16.954	3	2.13 df=2	N/S
Industry Level Issues	89.153	11.263	1	81.278	13.322	1	3.09 df=2	N/S
Wider Social Level Issues	69.492	23.157	5	76.292	16.434	4	1.52 df=2	N/S
INDEX (Mean of Type Scores)	80.133			75.062				

N/S Not statistically significant at P <.05 level
x Statistically significant at P<.05 level
xx Statistically significant at P<.01 level
xxx Statistically significant at P<.001 level

ELECTRICITY BRANCH

MEAN SCORES FOR QUESTIONNAIRE ITEMS C2b, C3b, C4b, C5b, C6b: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 93			ACTIVISTS N = 13			Differences Between Samples	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	x^2	Significance
Individual Grievance	70.183	23.769	11	54.000	30.501	13	14.27 df=4	xx
Disciplinary Hearings	59.151	21.280	15	46.385	34.844	15	17.27 df=4	xx
Individual Regrade Claims	73.925	20.711	10	65.462	24.430	10 (Joint)	1.48 df=3	N/S
Individual Redeployments	89.785	16.163	1	78.923	28.957	6	10.47 df=3	x
Departmental Reorganisations	88.172	15.808	3	83.284	15.142	3	6.95 df=2	x
New Technology or Working Methods	82.527	17.112	6	82.692	20.533	4	0.41 df=2	N/S
Organisation Redundancy Policy	84.688	17.537	5	69.308	26.025	9	4.07 df=2	N/S
Organisation Hours of Work	81.720	17.636	7	80.769	17.414	5	0.58 df=2	N/S
Working Conditions or Accommodation	85.215	14.311	4	84.615	18.446	2	4.72 df=2	N/S
Industry: Pensions	79.570	14.173	8	71.154	23.710	7 (Joint)	7.05 df=3	N/S
Industry: Salary Claims	89.247	15.292	2	88.462	12.463	1	0.86 df=1	N/S
Opposition to Anti-T.U. Legislation	65.871	22.505	12	65.385	18.445	12	1.74 df=3	N/S
Nuclear Disarmament	59.473	27.275	14	52.077	32.958	14	3.31 df=4	N/S
Opposition to Public Service Cuts	78.774	20.354	9	71.154	33.750	7 (Joint)	5.67 df=3	N/S
Support for Wider T.U. Movement	64.011	23.520	13	65.462	33.750	10 (Joint)	3.75 df=4	N/S
Individual Level Issues	73.261	15.030	4	61.925	20.533	5	4.34 df=2	N/S
Group/Departmental Level Issues	85.350	18.836	1	82.988	17.916	1	0.93 df=2	N/S
Organisation Level Issues	83.874	14.158	3	78.231	13.462	3	4.79 df=2	N/S
Industry Level Issues	84.409	19.710	2	79.808	15.858	2	0.90 df=2	N/S
Wider Social Level Issues	67.032	19.793	5	63.520	24.777	4	4.18 df=3	N/S
INDEX (Mean of Type Scores)	78.785			73.168				

N/S Not statistically significant at P <.05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P <.001 level

LOCAL AUTHORITY BRANCH 2

MEAN SCORES FOR QUESTIONNAIRE ITEMS C2b, C3b, C4b, C5b, C6b: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 121			ACTIVISTS N = 25			Differences Between Samples	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	x^2	Significance
Individual Grievance	68.207	26.635	11	56.040	27.010	15	5.31 df=4	N/S
Disciplinary Hearings	64.083	21.667	14	62.040	30.840	14	4.27 df=4	N/S
Individual Regrade Claims	67.579	24.144	12	65.040	24.389	13	2.93 df=4	N/S
Individual Redeployments	77.893	22.079	8	80.000	21.213	7	2.08 df=3	N/S
Departmental Reorganisations	77.901	24.067	7	86.000	21.307	4	3.01 df=2	N/S
New Technology or Working Methods	77.273	21.076	9	77.000	15.684	10 (Joint)	4.98 df=3	N/S
Organisation Redundancy Policy	86.943	17.189	4	94.000	10.677	2	0.34 df=1	N/S
Organisation Hours of Work	81.198	15.838	6	77.000	12.083	10 (Joint)	4.35 df=2	N/S
Working Conditions or Accommodation	84.917	13.438	5	81.000	12.806	6	1.73 df=2	N/S
Industry: Pensions	86.983	14.409	3	84.000	17.167	5	2.35 df=2	N/S
Industry: Salary Claims	93.595	10.913	1	96.000	19.165	1	1.06 df=1	N/S
Opposition to Anti-T.U. Legislation	69.421	22.838	10	78.000	23.791	9	4.55 df=3	N/S
Nuclear Disarmament	60.818	33.736	15	65.120	35.136	12	7.92 df=4	N/S
Opposition to Public Service Cuts	89.462	12.345	2	92.000	11.662	3	0.89 df=1	N/S
Support for Wider T.U. Movement	67.149	22.506	13	79.000	20.833	8	5.71 df=3	N/S

Individual Level Issues	69.441	18.627	5	65.780	19.647	5	3.29 df=3	N/S
Group/Departmental Level Issues	77.587	20.427	3	81.500	18.815	3	2.59 df=3	N/S
Organisation Level Issues	84.353	13.087	2	84.000	14.142	2	4.23 df=2	N/S
Industry Level Issues	90.289	11.027	1	90.000	9.165	1	1.21 df=1	N/S
Wider Social Level Issues	71.713	17.692	4	78.530	19.079	4	2.24 df=2	N/S
INDEX (Mean of Type Scores)	78.677			79.962				

N/S Not statistically significant at P < .05 Level

LOCAL AUTHORITY BRANCH 2

MEAN SCORES TO QUESTIONNAIRE ITEMS C2b, C3b, C4b, C5b, C6b: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE	NON-ACTIVISTS N = 72			ACTIVISTS N = 20			Differences Between Samples	
	Mean Score	Standard Deviation	Rank of Mean Score	Mean Score	Standard Deviation	Rank of Mean Score	x^2	Significance
Individual Grievance	73.227	21.735	10	51.450	33.680	13	20.03 df=4	xxx
Disciplinary Hearings	66.347	19.521	14	47.800	39.881	15	20.69 df=4	xxx
Individual Regrade Claims	73.264	22.176	11	48.550	33.680	14	9.29 df=3	x
Individual Redeployments	91.319	14.649	1	77.500	22.220	8	9.67 df=3	x
Departmental Reorganisations	86.806	16.652	3 (Joint)	67.500	27.500	12	14.29 df=3	xx
New Technology or Working Methods	82.639	16.478	8	86.250	14.737	7	0.89 df=2	N/S
Organisation Redundancy Policy	86.458	12.457	5	96.250	8.927	1	9.89 df=1	xx
Organisation Hours of Work	86.806	12.481	3 (Joint)	90.000	12.247	3 (Joint)	1.02 df=1	N/S
Working Conditions or Accommodation	85.764	12.379	6	87.500	12.500	6	0.26 df=1	N/S
Industry: Pensions	84.028	12.008	7	90.000	12.247	3 (Joint)	3.60 df=1	N/S
Industry: Salary Claims	90.625	12.103	2	95.000	10.000	2	2.09 df=1	N/S
Opposition to Anti-T.U. Legislation	58.750	11.997	15	77.500	17.500	8 (Joint)	3.22 df=2	N/S
Nuclear Disarmament	67.708	18.370	13	68.750	19.162	11	0.19 df=2	N/S
Opposition to Public Service Cuts	81.250	18.517	9	88750	16.724	5	3.27 df=2	N/S
Support for Wider T.U. Movement	67.278	23.774	12	73.750	20.117	10	2.13 df=3	N/S

Individual Level Issues	76.052	15.897	4	56.325	18.157	5	9.50 df=2	x
Group/Departmental Level Issues	84.723	14.010	3	72500	17.854	4	4.46 df=2	N/S
Organisation Level Issues	86.343	12.423	2	90.833	11.924	2	2.61 df=1	N/S
Industry Level Issues	87.327	12.103	1	92.500	10.000	1	2.23 df=1	N/S
Wider Social Level Issues	68.747	18.517	5	77.188	16.346	3	2.30 df=2	N/S
INDEX (Mean of Type Scores)	81.038			75.869				

N/S Not statistically significant at P < .05 Level
x Statistically significant at P < .05 Level
xx Statistically significant at P < .01 Level
xxx Statistically significant at P < .001 Level

NON- ACTIVIST SAMPLES: RESPONSES TO QUESTIONNAIRE ITEMS C2c, C3c, C4c, C5c, C6c.

ISSUE	GAS BRANCH N = 121				ELECTRICITY BRANCH N = 93				LOCAL AUTHORITY BRANCH 1 N = 121				LOCAL AUTHORITY BRANCH 2 N = 72				DIFFERENCE BETWEEN BRANCHES	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Significance
Individual Grievance	0.115	0.140	0.273	0.472	0.194	0.183	0.237	0.382	0.115	0.174	0.232	0.479	0.000	0.000	0.556	0.444	2.47 df=3	N/S
Disciplinary Hearings	0.074	0.091	0.273	0.562	0.150	0.108	0.237	0.505	0.091	0.140	0.298	0.471	0.000	0.264	0.222	0.514	4.64 df=6	N/S
Individual Regrade Claims	0.108	0.289	0.332	0.271	0.086	0.344	0.422	0.148	0.124	0.265	0.289	0.322	0.153	0.194	0.264	0.389	12.93 df=9	N/S
Individual Redeployments	0.174	0.495	0.240	0.091	0.075	0.559	0.322	0.043	0.107	0.441	0.270	0.182	0.139	0.417	0.250	0.194	20.76 df=9	x
Departmental Reorganisations	0.099	0.405	0.381	0.115	0.086	0.366	0.484	0.064	0.000	0.455	0.330	0.215	0.083	0.292	0.472	0.153	6.50 df=6	N/S
New Technology/Working Methods	0.140	0.430	0.306	0.124	0.086	0.462	0.344	0.108	0.107	0.455	0.323	0.115	0.000	0.472	0.000	0.528	1.95 df=3	N/S
Organisation Redundancy Policy	0.157	0.496	0.248	0.099	0.086	0.441	0.312	0.161	0.000	0.628	0.298	0.074	0.139	0.528	0.264	0.069	4.00 df=6	N/S
Organisation Hours of Work	0.174	0.380	0.380	0.066	0.129	0.419	0.409	0.043	0.000	0.612	0.331	0.058	0.125	0.375	0.444	0.056	2.42 df=6	N/S
Working Conditions/ Accommodation	0.108	0.355	0.397	0.140	0.108	0.430	0.333	0.129	0.000	0.521	0.405	0.074	0.125	0.389	0.403	0.083	4.98 df=6	N/S
Industry: Pensions	0.132	0.422	0.297	0.149	0.108	0.366	0.398	0.128	0.000	0.702	0.265	0.033	0.167	0.319	0.361	0.153	19.97 df=6	xx
Industry: Salary Claims	0.240	0.441	0.248	0.071	0.129	0.452	0.376	0.043	0.265	0.455	0.230	0.050	0.208	0.347	0.347	0.098	13.77 df=9	x
Oppose Anti-Trade Union Legislation	0.223	0.330	0.298	0.149	0.204	0.301	0.312	0.183	0.000	0.612	0.256	0.132	0.194	0.361	0.292	0.153	4.43 df=6	N/S
Nuclear Disarmament	0.306	0.256	0.231	0.207	0.247	0.258	0.237	0.258	0.000	0.636	0.182	0.182	0.264	0.333	0.222	0.181	4.38 df=6	N/S
Oppose Public Service Cuts	0.207	0.347	0.339	0.107	0.151	0.440	0.323	0.086	0.132	0.579	0.215	0.074	0.153	0.444	0.403	0.000	12.10 df=6	N/S
Support Wider Trade Union Movement	0.298	0.298	0.256	0.148	0.226	0.290	0.323	0.161	0.240	0.347	0.281	0.132	0.208	0.375	0.278	0.139	4.48 df=6	N/S

ACTIVIST SAMPLES: RESPONSES TO QUESTIONNAIRE ITEMS C2c, C3c, C4c, C5c, C6c (CONT)

ISSUE	GAS BRANCH N = 121				ELECTRICITY BRANCH N = 93				LOCAL AUTHORITY BRANCH 1 N = 121				LOCAL AUTHORITY BRANCH 2 N = 72				DIFFERENCE BETWEEN BRANCHES	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Significance
INDIVIDUAL ISSUES	0.118	0.254	0.280	0.349	0.126	0.299	0.305	0.270	0.109	0.255	0.272	0.364	0.073	0.219	0.323	0.385	10.59 df=6	N/S
GROUP/DEPARTMENTAL ISSUES	0.119	0.418	0.344	0.119	0.086	0.414	0.414	0.086	0.054	0.455	0.326	0.165	0.042	0.382	0.236	0.340	2.16 df=6	N/S
ORGANISATIONAL ISSUES	0.146	0.410	0.342	0.102	0.108	0.430	0.351	0.111	0.000	0.587	0.344	0.069	0.130	0.431	0.370	0.069	7.89 df=6	N/S
INDUSTRY ISSUES	0.187	0.430	0.273	0.110	0.118	0.409	0.387	0.086	0.131	0.577	0.251	0.041	0.201	0.354	0.319	0.126	13.42 df=6	x
WIDER SOCIAL ISSUES	0.259	0.308	0.281	0.152	0.207	0.322	0.299	0.172	0.092	0.544	0.234	0.130	0.205	0.378	0.299	0.118	26.16 df=9	xx

Questions C2c, C3c, C4c, C5c, C6c "Indicate what you feel would be the best method of members expressing their feelings on each issue"

Method 1 - Interested member gives information to or seeks information from workplace representative
Method 2 - Workplace representative briefs constituents and canvasses opinion
Method 3 - Open branch meetings where all members can attend
Method 4 - Secret ballot.

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

ACTIVIST SAMPLES: RESPONSES TO QUESTIONNAIRE ITEMS C2c, C3c, C4c, C5c, C6c.

ISSUE	GAS BRANCH N = 18				ELECTRICITY BRANCH N = 13				LOCAL AUTHORITY BRANCH 1 N = 25				LOCAL AUTHORITY BRANCH 2 N = 20				DIFFERENCE BETWEEN BRANCHES	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Significance
Individual Grievance	0.055	0.000	0.167	0.778	0.000	0.000	0.385	0.615	0.120	0.080	0.200	0.600	0.000	0.000	0.300	0.700	1.75 df=3	N/S
Disciplinary Hearings	0.055	0.000	0.167	0.778	0.000	0.154	0.077	0.769	0.080	0.080	0.160	0.680	0.000	0.050	0.350	0.600	1.61 df=3	N/S
Individual Regrade Claims	0.111	0.167	0.333	0.389	0.000	0.154	0.385	0.461	0.080	0.160	0.400	0.360	0.150	0.100	0.300	0.450	1.32 df=6	N/S
Individual Redeployments	0.056	0.444	0.389	0.111	0.077	0.692	0.154	0.077	0.120	0.360	0.400	0.120	0.050	0.400	0.300	0.250	6.80 df=9	N/S
Departmental Reorganisations	0.055	0.223	0.667	0.055	0.000	0.462	0.538	0.000	0.000	0.320	0.560	0.120	0.050	0.100	0.800	0.050	3.32 df=3	N/S
New Technology/Working Methods	0.112	0.278	0.555	0.055	0.000	0.538	0.385	0.077	0.040	0.440	0.440	0.080	0.000	0.300	0.000	0.700	2.35 df=3	N/S
Organisation Redundancy Policy	0.055	0.500	0.390	0.055	0.000	0.308	0.230	0.462	0.000	0.800	0.120	0.080	0.050	0.450	0.350	0.150	21.09 df=6	xx
Organisation Hours of Work	0.055	0.000	0.333	0.612	0.077	0.538	0.308	0.077	0.000	0.520	0.400	0.080	0.100	0.250	0.600	0.050	30.19 df=6	xxx
Working Conditions/ Accommodation	0.000	0.390	0.555	0.055	0.077	0.462	0.384	0.077	0.000	0.440	0.360	0.200	0.050	0.250	0.600	0.100	5.17 df=6	N/S
Industry: Pensions	0.055	0.444	0.390	0.111	0.077	0.153	0.385	0.385	0.000	0.600	0.320	0.080	0.200	0.200	0.550	0.050	12.24 df=6	N/S
Industry: Salary Claims	0.111	0.667	0.167	0.055	0.077	0.538	0.385	0.000	0.080	0.720	0.160	0.040	0.250	0.300	0.400	0.050	11.51 df=6	N/S
Oppose Anti-Trade Union Legislation	0.167	0.333	0.389	0.111	0.077	0.153	0.385	0.385	0.000	0.440	0.360	0.200	0.100	0.450	0.300	0.150	9.22 df=6	N/S
Nuclear Disarmament	0.222	0.500	0.167	0.111	0.000	0.077	0.231	0.692	0.000	0.640	0.160	0.200	0.250	0.250	0.250	0.250	17.96 df=6	x
Oppose Public Service Cuts	0.111	0.500	0.333	0.056	0.077	0.231	0.538	0.154	0.040	0.720	0.200	0.040	0.150	0.600	0.250	0.000	7.12 df=6	N/S
Support Wider Trade Union Movement	0.222	0.333	0.278	0.167	0.077	0.308	0.230	0.385	0.040	0.480	0.240	0.240	0.100	0.350	0.500	0.050	12.19 df=9	N/S

ACTIVIST SAMPLES: RESPONSES TO QUESTIONNAIRE ITEMS C2c, C3c, C4c, C5c, C6c (CONT)

ISSUE	GAS BRANCH N = 18				ELECTRICITY BRANCH N = 13				LOCAL AUTHORITY BRANCH 1 N = 25				LOCAL AUTHORITY BRANCH 2 N = 20				DIFFERENCE BETWEEN BRANCHES	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Signif-icance
INDIVIDUAL ISSUES	0.069	0.153	0.264	0.514	0.019	0.250	0.250	0.481	0.100	0.170	0.290	0.44C	0.050	0.137	0.313	0.500	2.48 df=3	N/S
GROUP/DEPARTMENTAL ISSUES	0.084	0.251	0.611	0.055	0.000	0.500	0.462	0.038	0.020	0.380	0.500	0.100	0.025	0.200	0.400	0.375	4.88 df=6	N/S
ORGANISATIONAL ISSUES	0.037	0.297	0.426	0.240	0.051	0.436	0.308	0.205	0.000	0.587	0.293	0.120	0.067	0.316	0.517	0.100	1.60 df=3	N/S
INDUSTRY ISSUES	0.083	0.558	0.279	0.083	0.077	0.346	0.385	0.192	0.040	0.666	0.240	0.060	0.225	0.250	0.475	0.050	6.32 df=6	N/S
WIDER SOCIAL ISSUES	0.181	0.416	0.292	0.111	0.058	0.192	0.346	0.404	0.020	0.570	0.240	0.170	0.150	0.413	0.325	0.112	8.25 df=6	N/S

Questions C2c, C3c, C4c, C5c, C6c "Indicate what you feel would be the best method of members expressing their feelings on each issue"

Method 1 - Interested member gives information to or seeks information from workplace representative
Method 2 - Workplace representative briefs constituents and canvasses opinion
Method 3 - Open branch meetings where all members can attend
Method 4 - Secret ballot.

N/S Not statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

CAS BRANCH

COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLE RESPONSES TO QUESTIONNAIRE ITEMS C2c, C3c, C4c, C5c, C6c.

ISSUE	NON-ACTIVISTS N = 121				ACTIVISTS N = 18				Differences Between Samples	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Signif-icance
Individual Grievances	0.115	0.140	0.273	0.471	0.055	0.000	0.167	0.778	5.43 df=1	x
Disciplinary Hearings	0.074	0.091	0.273	0.562	0.055	0.000	0.167	0.778	2.91 df=1	N/S
Individual Regrade Claims	0.108	0.289	0.332	0.471	0.111	0.167	0.333	0.389	1.40 df=3	N/S
Individual Redeployments	0.174	0.495	0.240	0.091	0.055	0.444	0.389	0.111	3.90 df=3	N/S
Departmental Reorganisations	0.099	0.405	0.381	0.115	0.055	0.223	0.667	0.055	5.29 df=3	N/S
New Technology or Working Methods	0.140	0.430	0.306	0.124	0.112	0.278	0.555	0.055	4.54 df=3	N/S
Organisation Redundancy Policy	0.157	0.496	0.248	0.099	0.050	0.500	0.390	0.055	2.32 df=3	N/S
Organisation Hours of Work	0.174	0.380	0.380	0.066	0.056	0.000	0.333	0.611	34.07 df=3	xxx
Working Conditions or Accommodation	0.108	0.355	0.397	0.140	0.000	0.390	0.555	0.055	2.01 df=1	N/S
Industry: Pensions	0.132	0.422	0.297	0.149	0.055	0.444	0.390	0.111	1.28 df=3	N/S
Industry: Salary Claims	0.240	0.471	0.248	0.071	0.111	0.667	0.167	0.056	3.39 df=3	N/S
Opposition to Anti-T.U. Legislation	0.223	0.330	0.298	0.149	0.167	0.333	0.389	0.111	0.77 df=3	N/S
Nuclear Disarmament	0.306	0.256	0.231	0.207	0.222	0.500	0.167	0.111	4.59 df=3	N/S
Opposition to Public Service Cuts	0.207	0.347	0.339	0.107	0.111	0.500	0.333	0.056	2.07 df=3	N/S
Support for Wider T.U. Movement	0.298	0.298	0.256	0.148	0.222	0.333	0.278	0.167	1.25 df=3	N/S
Individual Level Issues	0.118	0.254	0.280	0.349	0.069	0.153	0.264	0.514	13.68 df=1	xxx
Group/Departmental Level Issues	0.119	0.418	0.344	0.119	0.084	0.250	0.611	0.055	2.97 df=3	N/S
Organisation Level Issues	0.146	0.410	0.342	0.102	0.037	0.297	0.426	0.240	1.20 df=2	N/S
Industry Level Issues	0.187	0.430	0.273	0.110	0.083	0.555	0.279	0.083	1.27 df=3	N/S
Wider Social Level Issues	0.259	0.308	0.281	0.152	0.181	0.416	0.292	0.111	4.76 df=3	N/S

N/S Not statistically significant at $P < .05$ Level
x Statistically significant at $P < .05$ Level
xxx Statistically significant at $P < .001$ Level

Questions C2c, C3c, C4c, C5c, C6c

"Indicate what you feel would be the best method of members expressing their feelings on each is their feelings on each issue"

Method 1: Interested member gives/seeks information from workplace representative
Method 2: Workplace representative brings constituents or canvasses opinion.
Method 3: Open branch meeting where all members can attend
Method 4: Secret Ballot

ELECTRICITY BRANCH

COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLE RESPONSES TO QUESTIONNAIRE ITEMS C2c, C3c, C4c, C5c, C6c.

ISSUE	NON-ACTIVISTS N = 93				ACTIVISTS N = 13				Differences Between Samples	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Significance
Individual Grievances	0.193	0.183	0.237	0.387	0.000	0.000	0.385	0.615	2.62 df=1	N/S
Disciplinary Hearings	0.150	0.108	0.237	0.505	0.000	0.154	0.077	0.769	2.69 df=2	N/S
Individual Regrade Claims	0.086	0.344	0.422	0.148	0.000	0.154	0.385	0.461	3.17 df=2	N/S
Individual Redeployments	0.075	0.559	0.322	0.043	0.077	0.692	0.154	0.077	2.79 df=2	N/S
Departmental Reorganisations	0.086	0.366	0.484	0.065	0.000	0.462	0.538	0.000	0.00 df=1	N/S
New Technology or Working Methods	0.086	0.462	0.344	0.108	0.000	0.538	0.385	0.077	0.20 df=2	N/S
Organisation Redundancy Policy	0.086	0.441	0.312	0.161	0.000	0.308	0.230	0.462	8.12 df=2	x
Organisation Hours of Work	0.129	0.419	0.409	0.043	0.077	0.538	0.308	0.077	16.19 df=3	xx
Working Conditions or Accommodation	0.108	0.430	0.333	0.129	0.077	0.462	0.384	0.077	0.80 df=3	N/S
Industry: Pensions	0.108	0.366	0.398	0.128	0.077	0.153	0.385	0.385	6.96 df=2	N/S
Industry: Salary Claims	0.129	0.452	0.376	0.043	0.077	0.538	0.385	0.000	0.98 df=2	N/S
Opposition to Anti-T.U. Legislation	0.204	0.301	0.312	0.183	0.077	0.153	0.385	0.385	4.20 df=3	N/S
Nuclear Disarmament	0.247	0.258	0.237	0.258	0.000	0.077	0.231	0.692	11.75 df=2	xx
Opposition to Public Service Cuts	0.151	0.441	0.323	0.086	0.077	0.231	0.538	0.154	3.26 df=3	N/S
Support for Wider T.U. Movement	0.226	0.290	0.323	0.161	0.077	0.308	0.230	0.385	4.62 df=3	N/S

Individual Level Issues	0.126	0.299	0.305	0.270	0.019	0.250	0.250	0.481	0.74 df=1	N/S
Group/Departmental Level Issues	0.086	0.414	0.414	0.086	0.000	0.500	0.462	0.038	0.10 df=2	N/S
Organisation Level Issues	0.108	0.430	0.351	0.111	0.051	0.436	0.308	0.205	3.98 df=2	N/S
Industry Level Issues	0.118	0.404	0.387	0.086	0.077	0.346	0.385	0.192	1.94 df=2	N/S
Wider Social Level Issues	0.207	0.322	0.299	0.172	0.058	0.192	0.346	0.404	6.65 df=2	x

N/S Not statistically significant at $P < .05$ Level
x Statistically significant at $P < .05$ Level
xx Statistically significant at $P < .01$ Level

Questions C2c, C3c, C4c, C5c, C6c

"Indicate what you feel would be the best method of members expressing their feelings on each is their feelings on each issue"

Method 1: Interested member gives/seeks information from workplace representative
Method 2: Workplace representative brings constituents or canvasses opinion.
Method 3: Open branch meeting where all members can attend
Method 4: Secret Ballot

LOCAL AUTHORITY BRANCH 1

COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLE RESPONSES TO QUESTIONNAIRE ITEMS C2c, C3c, C4c, C5c, C6c.

ISSUE	NON-ACTIVISTS N = 121				ACTIVISTS N = 25				Differences Between Samples	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Significance
Individual Grievances	0.115	0.174	0.232	0.479	0.120	0.080	0.200	0.600	1.93 df=3	N/S
Disciplinary Hearings	0.091	0.140	0.298	0.471	0.080	0.080	0.160	0.680	3.79 df=3	N/S
Individual Regrade Claims	0.124	0.265	0.289	0.322	0.080	0.160	0.400	0.360	2.20 df=3	N/S
Individual Redeployments	0.107	0.441	0.270	0.182	0.120	0.360	0.400	0.120	1.91 df=3	N/S
Departmental Reorganisations	0.000	0.455	0.330	0.215	0.000	0.320	0.560	0.120	2.09 df=2	N/S
New Technology or Working Methods	0.107	0.455	0.323	0.115	0.040	0.440	0.440	0.080	1.84 df=3	N/S
Organisation Redundancy Policy	0.000	0.628	0.298	0.074	0.000	0.800	0.120	0.080	3.41 df=2	N/S
Organisation Hours of Work	0.000	0.612	0.330	0.058	0.000	0.520	0.400	0.080	0.77 df=2	N/S
Working Conditions or Accommodation	0.000	0.521	0.405	0.074	0.000	0.440	0.360	0.200	3.81 df=2	N/S
Industry: Pensions	0.000	0.702	0.265	0.033	0.000	0.600	0.320	0.080	1.79 df=2	N/S
Industry: Salary Claims	0.265	0.455	0.230	0.050	0.080	0.720	0.160	0.040	6.45 df=3	N/S
Opposition to Anti-T.U. Legislation	0.000	0.612	0.256	0.132	0.000	0.440	0.360	0.200	2.58 df=2	N/S
Nuclear Disarmament	0.000	0.636	0.182	0.182	0.000	0.640	0.160	0.200	0.11 df=2	N/S
Opposition to Public Service Cuts	0.132	0.579	0.215	0.074	0.040	0.720	0.200	0.040	2.31 df=3	N/S
Support for Wider T.U. Movement	0.240	0.347	0.281	0.132	0.040	0.480	0.240	0.240	6.66 df=3	N/S

Individual Level Issues	0.109	0.255	0.272	0.364	0.100	0.170	0.290	0.440	5.01 df=3	N/S
Group/Departmental Level Issues	0.054	0.455	0.326	0.165	0.020	0.380	0.500	0.100	2.54 df=2	N/S
Organisation Level Issues	0.000	0.587	0.344	0.069	0.000	0.587	0.292	0.120	3.01 df=2	N/S
Industry Level Issues	0.131	0.577	0.251	0.041	0.040	0.660	0.240	0.060	0.11 df=2	N/S
Wider Social Level Issues	0.092	0.544	0.234	0.130	0.020	0.570	0.240	0.170	3.39 df=2	N/S

N/S Not statistically significant at P < .05 Level

Questions C2c, C3c, C4c, C5c, C6c

"Indicate what you feel would be the best method of members expressing their feelings on each is their feelings on each issue"

Method 1: Interested member gives/seeks information from workplace representative
Method 2: Workplace representative brings constituents or canvasses opinion.
Method 3: Open branch meeting where all members can attend
Method 4: Secret Ballot

LOCAL AUTHORITY BRANCH 2
COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLE RESPONSES TO QUESTIONNAIRE ITEMS
C2c, C3c, C4c, C5c, C6c.

ISSUE	NON-ACTIVISTS N = 72				ACTIVISTS N = 20				Differences Between Samples	
	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	Proposed Method 1	Proposed Method 2	Proposed Method 3	Proposed Method 4	x^2	Signif-icance
Individual Grievances	0.000	0.000	0.556	0.444	0.000	0.000	0.300	0.700	4.08 df=1	x
Disciplinary Hearings	0.000	0.264	0.222	0.514	0.000	0.050	0.350	0.600	4.34 df=2	N/S
Individual Regrade Claims	0.153	0.194	0.264	0.389	0.150	0.100	0.300	0.450	1.07 df=3	N/S
Individual Redeployments	0.139	0.417	0.250	0.194	0.050	0.400	0.300	0.250	1.46 df=3	N/S
Departmental Reorganisations	0.083	0.292	0.472	0.153	0.050	0.100	0.800	0.050	7.03 df=3	N/S
New Technology or Working Methods	0.000	0.472	0.000	0.528	0.000	0.300	0.000	0.700	1.90 df=1	N/S
Organisation Redundancy Policy	0.139	0.528	0.264	0.069	0.050	0.450	0.350	0.150	5.06 df=3	N/S
Organisation Hours of Work	0.125	0.375	0.444	0.056	0.100	0.250	0.600	0.050	1.57 df=3	N/S
Working Conditions or Accommodation	0.125	0.389	0.403	0.083	0.050	0.250	0.600	0.100	3.52 df=3	N/S
Industry: Pensions	0.167	0.319	0.361	0.153	0.200	0.200	0.550	0.050	3.56 df=3	N/S
Industry: Salary Claims	0.208	0.347	0.347	0.098	0.250	0.300	0.400	0.050	0.37 df=3	N/S
Opposition to Anti-T.U. Legislation	0.194	0.361	0.292	0.153	0.100	0.450	0.300	0.150	1.13 df=3	N/S
Nuclear Disarmament	0.264	0.333	0.222	0.181	0.250	0.250	0.250	0.250	0.73 df=3	N/S
Opposition to Public Service Cuts	0.153	0.444	0.403	0.000	0.150	0.600	0.250	0.000	1.77 df=2	N/S
Support for Wider T.U. Movement	0.208	0.375	0.278	0.139	0.100	0.350	0.500	0.050	3.81 df=3	N/S

Individual Level Issues	0.073	0.219	0.323	0.385	0.050	0.137	0.313	0.500	7.39 df=2	x
Group/Departmental Level Issues	0.042	0.382	0.236	0.340	0.025	0.200	0.400	0.375	9.05 df=2	x
Organisation Level Issues	0.130	0.431	0.370	0.069	0.067	0.316	0.517	0.100	4.06 df=3	N/S
Industry Level Issues	0.201	0.354	0.319	0.126	0.255	0.250	0.475	0.050	2.52 df=3	N/S
Wider Social Level Issues	0.205	0.378	0.299	0.118	0.150	0.413	0.325	0.112	0.49 df=3	N/S

N/S Not statistically significant at $P < .05$ Level
x Statistically significant at $P < .05$ Level

Questions C2c, C3c, C4c, C5c, C6c.

"Indicate what you feel would be the best method of members expressing their feelings on each is their feelings on each issue"

Method 1: Interested member gives/seeks information from workplace representative
Method 2: Workplace representative brings constituents or canvasses opinion.
Method 3: Open branch meeting where all members can attend
Method 4: Secret Ballot

RECENT ISSUES SALIENCE: COMPARISON OF NON-ACTIVIST BRANCH SAMPLES

ISSUE TYPE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72			DIFFERENCES BETWEEN SAMPLES (Salience Scores)	
	Number of Issue Recalls	Mean Salience Score	Standard Deviation	Number of Issue Recalls	Mean Salience Score	Standard Deviation	Number of Issue Recalls	Mean Salience Score	Standard Deviation	Number of Issue Recalls	Mean Salience Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	23	59.224	31.076	3	61.333	1.884	0	-	-	6	100.000	0.000	Note 1	
GROUP/DEPARTMENTAL ISSUES	120	62.116	26.216	23	64.348	30.992	6	31.333	4.424	11	69.818	10.528	Note 1	
ORGANISATIONAL ISSUES	54	37.556	26.536	29	56.108	35.976	71	71.324	20.924	51	68.824	23.920	0.36 df=9	N/S
INDUSTRY ISSUES	99	49.940	27.280	105	53.484	25.020	112	69.928	21.544	30	66.639	33.588	10.35 df=9	N/S
WIDER SOCIAL ISSUES	55	17.440	28.468	57	71.508	27.736	57	56.666	29.412	82	68.733	29.572	10.01 df=9	N/S
SALIENCE INDEX (Weighted Average of Type Scores)	47.713			59.825			65.862			69.513				

N/S Not statistically significant at $P < .05$ Level
Note 1 Insufficient common categories to calculate x^2

RECENT ISSUES SALIENCE: COMPARISON OF BRANCH ACTIVIST SAMPLES

ISSUE TYPE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20			DIFFERENCES BETWEEN SAMPLES (Salience Scores)	
	Number of Issue Recalls	Mean Salience Score	Standard Deviation	Number of Issue Recalls	Mean Salience Score	Standard Deviation	Number of Issue Recalls	Mean Salience Score	Standard Deviation	Number of Issue Recalls	Mean Salience Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	4	28.668	3.400	0	-	-	1	48.000	0	2	64.000	16.000	Note 1	
GROUP/DEPARTMENTAL ISSUES	25	63.520	32.404	1	100.000	0	6	52.667	32.140	12	79.908	28.304	3.18 df=3	N/S
ORGANISATIONAL ISSUES	9	52.445	30.872	5	73.600	20.952	38	70.132	32.315	23	52.868	32.232	4.77 df=6	N/S
INDUSTRY ISSUES	14	58.428	28.492	21	62.096	36.992	22	57.272	35.200	11	63.272	27.860	5.79 df=12	N/S
WIDER SOCIAL ISSUES	13	51.692	39.032	15	46.800	32.460	19	55.684	31.928	19	50.948	29.412	4.41 df=9	N/S
SALIENCE INDEX (Weighted Average of Type Scores)	56.380			56.452			62.174			59.149				

N/S Not statistically significant at P <.05 Level
Note 1 Insufficient common categories to calculate x^2

GAS BRANCH

RECENT ISSUES SALIENCE BY TYPE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVISTS N = 18			COMBINED NON-ACTIVIST SAMPLES N = 121			DIFFERENCES: ACTIVIST TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Salience Score	Standard Deviation	Number of Recalls	Mean Salience Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	4	26.668	3.400	23	59.272	30.076	Note 1	
GROUP/DEPARTMENTAL ISSUES	25	63.250	32.404	120	62.116	26.216	1.07 df=4	N/S
ORGANISATIONAL ISSUES	9	52.445	30.872	54	37.556	26.536	1.36 df=2	N/S
INDUSTRY ISSUES	14	58.428	28.492	99	49.940	27.280	1.06 df=4	N/S
WIDER SOCIAL ISSUES	13	51.692	39.032	55	17.440	28.468	2.30 df=4	N/S
SALIENCE INDEX (Weighted Average of Type Scores)	56.380			47.713				

N/S Not statistically significant at $P < .05$ level

Note 1 Insufficient common categories to calculate x^2

ELECTRICITY BRANCH

RECENT ISSUES SALIENCE BY TYPE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVISTS N = 13			COMBINED NON-ACTIVIST SAMPLES N = 93			DIFFERENCES: ACTIVIST TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Salience Score	Standard Deviation	Number of Recalls	Mean Salience Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	0	-	-	3	61.333	1.884	Note 1	
GROUP/DEPARTMENTAL ISSUES	1	100.000	0.000	23	64.348	30.992	0.09 df=1	N/S
ORGANISATIONAL ISSUES	5	73.600	20.952	29	56.108	35.976	0.64 df=1	N/S
INDUSTRY ISSUES	21	62.096	26.992	105	53.484	25.020	1.27 df=4	N/S
WIDER SOCIAL ISSUES	15	46.800	32.460	57	71.508	27.736	2.50 df=4	N/S
SALIENCE INDEX (Weighted Average of Type Scores)	56.452			59.825				

N/S Not statistically significant at $P < .05$ level
Note 1 Insufficient common categories to calculate x^2

LOCAL AUTHORITY BRANCH 1
RECENT ISSUES SALIENCE BY TYPE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVISTS N = 25			COMBINED NON-ACTIVIST SAMPLES N = 121			DIFFERENCES: ACTIVIST TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Salience Score	Standard Deviation	Number of Recalls	Mean Salience Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	1	48.000	0.000	0	-	-	Note 1	
GROUP/DEPARTMENTAL ISSUES	6	52.667	32.140	6	61.333	4.424	0.34 df=1	N/S
ORGANISATIONAL ISSUES	38	70.132	32.315	71	71.324	20.924	1.14 df=4	N/S
INDUSTRY ISSUES	22	57.272	35.200	112	69.928	21.544	1.83 df=3	N/S
WIDER SOCIAL ISSUES	19	55.684	31.928	57	56.666	29.412	1.20 df=4	N/S
SALIENCE INDEX (Weighted Average of Type Scores)	62.174			65.862				

N/S Not statistically significant at $P < .05$ level
Note 1 Insufficient common categories to calculate x^2

LOCAL AUTHORITY BRANCH 2

RECENT ISSUES SALIENCE BY TYPE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVISTS N = 20			COMBINED NON-ACTIVIST SAMPLES N = 72			DIFFERENCES: ACTIVIST TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Salience Score	Standard Deviation	Number of Recalls	Mean Salience Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	2	64.000	16.000	6	100.000	0.000	Note 1	
GROUP/DEPARTMENTAL ISSUES	12	79.908	28.304	11	69.818	10.528	0.000 df=2	N/S
ORGANISATIONAL ISSUES	23	52.868	32.232	51	68.824	23.920	0.40 df=4	N/S
INDUSTRY ISSUES	11	63.272	27.860	30	66.639	33.588	1.26 df=4	N/S
WIDER SOCIAL ISSUES	19	50.948	29.412	82	68.733	29.572	4.80 df=4	N/S
SALIENCE INDEX (Weighted Average of Type Scores)	59.149			69.513				

N/S Not statistically significant at P < .05 level

Note 1 Insufficient common categories to calculate x^2

PERCEIVED INFLUENCE OF RANK AND FILE BRANCH MEMBERS IN RECENT ISSUES BY TYPE: NON ACTIVISTS

ISSUE TYPE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72			DIFFERENCES BETWEEN BRANCHES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	23	4.860	2.509	3	5.000	0.000	0	-	-	6	5.000	0.000	Note 1	
GROUP/DEPARTMENTAL ISSUES	120	18.214	9.722	23	9.853	8.191	6	5.000	0.000	11	29.636	8.709	Note 1	
ORGANISATIONAL ISSUES	54	9.106	8.398	29	8.322	5.959	71	23.458	16.595	51	22.259	7.349	3.61 df=3	N/S
INDUSTRY ISSUES	99	14.906	14.382	105	14.659	14.387	112	32.344	20.260	30	17.699	12.939	16.36 df=6	x
WIDER SOCIAL ISSUES	55	7.228	2.581	57	8.670	9.417	57	13.218	11.074	82	23.941	13.318	17.63 df=6	xx
OVERALL INDEX (Weighted Average of Type Scores)	13.283			11.596			24.680			22.141				

N/S Not statistically significant at P <.05 Level

x Statistically significant at P <.05 level
xx Statistically significant at P <.01 level
Note 1 Insufficient common categories to calculate x^2

PERCEIVED INFLUENCE OF RANK AND FILE BRANCH MEMBERS IN RECENT ISSUES BY TYPE: ACTIVISTS

ISSUE TYPE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20			DIFFERENCES BETWEEN BRANCHES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	4	12.500	8.000	0	-	-	1	3.750	-	2	18.750	8.839	Note 1	
GROUP/DEPARTMENTAL ISSUES	25	7.879	4.501	1	20.000	0.000	6	9.444	4.303	12	11.792	11.176	Note 1	
ORGANISATIONAL ISSUES	9	11.423	10.453	5	6.000	1.369	38	12.292	11.992	23	12.995	11.094	Note 1	
INDUSTRY ISSUES	14	9.825	7.391	21	13.767	10.126	22	17.850	16.178	11	21.136	13.246	12.54 df=3	xx
WIDER SOCIAL ISSUES	13	16.502	9.712	15	13.275	9.239	19	16.086	15.226	19	7.612	3.388	8.12 df=6	N/S
OVERALL INDEX (Weighted Average of Type Scores)	10.798			10.350			14.254			12.776				

N/S Not statistically significant at P $<.05$ Level
xx Statistically significant at P $<.01$ level
Note 1: Insufficient common categories to calculate x^2

GAS BRANCH

PERCEIVED INFLUENCE OF RANK AND FILE MEMBERS IN RECENT ISSUES: COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 18			NON-ACTIVISTS: FEMALE N = 50			NON-ACTIVISTS: MALE N = 71			COMBINED NON-ACTIVIST SAMPLES N = 121			DIFFERENCES: ACTIVISTS TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	4	12.500	8.000	0	-	-	23	4.860	2.509	23	4.860	2.509	Note 1	
GROUP/DEPARTMENTAL ISSUES	25	7.879	4.501	20	9.589	3.252	100	19.219	13.359	120	18.214	9.722	0.70 df=1	N/S
ORGANISATIONAL ISSUES	9	11.423	10.453	23	4.958	3.359	31	12.183	11.392	54	9.106	8.398	9.99 df=2	xx
INDUSTRY ISSUES	14	9.825	7.391	33	20.606	16.747	66	12.056	11.541	99	14.906	14.382	3.39 df=1	N/S
WIDER SOCIAL ISSUES	13	16.502	9.712	29	7.272	1.750	26	7.179	3.202	55	7.228	2.508	8.24 df=2	x
OVERALL INDEX (Weighted Average of all Type Scores)	10.798			11.397			13.341			13.283				

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
Note 1 Insufficient common categories to calculate x^2

ELECTRICITY BRANCH

PERCEIVED INFLUENCE OF RANK AND FILE MEMBERS IN RECENT ISSUES: COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 13			NON-ACTIVISTS: FEMALE N = 53			NON-ACTIVISTS: MALE N = 40			COMBINED NON-ACTIVIST SAMPLES N = 93			DIFFERENCES: ACTIVISTS TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	0	-		0	-		3	5.000	0.000	3	5.000	0.000	Note 1	
GROUP/DEPARTMENTAL ISSUES	1	20.000	0.000	16	5.457	1.699	7	16.367	11.459	23	9.853	8.191	Note 1	
ORGANISATIONAL ISSUES	5	6.000	1.369	18	12.396	8.323	11	3.909	1.324	29	8.332	5.959	Note 1	
INDUSTRY ISSUES	21	13.767	10.126	75	13.115	12.948	30	16.359	15.695	105	14.659	14.387	6.36 df=2	x
WIDER SOCIAL ISSUES	15	13.275	9.239	26	6.732	5.027	31	15.231	12.332	57	8.670	9.417	5.89 df=2	N/S
OVERALL INDEX (Weighted Average of all Type Scores)	10.350			10.139			14.503			11.596				

N/S Not statistically significant at $P < .05$ level

x Statistically significant at $P < .05$ level

Note 1 Insufficient common categories to calculate x^2

LOCAL AUTHORITY BRANCH 1

PERCEIVED INFLUENCE OF RANK AND FILE MEMBERS IN RECENT ISSUES: COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 25			NON-ACTIVISTS: FEMALE N = 48			NON-ACTIVISTS: MALE N = 73			COMBINED NON-ACTIVIST SAMPLES N = 121			DIFFERENCES: ACTIVISTS TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	1	3.750	0.000	0	-	-	-	-	-	0	-	-	Note 1	
GROUP/DEPARTMENTAL ISSUES	6	9.444	4.303	0	-	-	6	5.000	0.000	6	5.000	0.000	Note 1	
ORGANISATIONAL ISSUES	38	12.292	11.992	6	16.875	4.593	65	24.066	23.015	71	23.458	16.595	7.10 df=2	x
INDUSTRY ISSUES	22	17.850	16.178	33	26.482	9.707	79	34.792	26.958	112	32.344	20.260	8.98 df=2	x
WIDER SOCIAL ISSUES	19	16.086	15.226	17	14.706	10.000	40	12.585	12.052	57	13.218	11.074	0.15 df=2	N/S
OVERALL INDEX (Weighted Average of all Type Scores)	14.254			21.878			26.924			24.680				

N/S Not statistically significant at P <.05 level
x Statistically significant at P <.05 level

Note 1 Insufficient common categories to calculate x^2

LOCAL AUTHORITY BRANCH 2

PERCEIVED INFLUENCE OF RANK AND FILE MEMBERS IN RECENT ISSUES: COMPARISON OF ACTIVIST AND NON-ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 20			NON-ACTIVISTS: FEMALE N = 28			NON-ACTIVISTS: MALE N = 44			COMBINED NON-ACTIVIST SAMPLES N = 72			DIFFERENCES: ACTIVISTS TO COMBINED NON-ACTIVIST SAMPLES	
	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	Number of Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	2	18.750	8.839	0	-		6	5.000	0.000	6	5.000	0.000	Note 1	
GROUP/DEPARTMENTAL ISSUES	12	11.792	11.176	3	50.000	0.000	8	22.000	12.317	11	29.636	8.709	0.00 df=2	N/S
ORGANISATIONAL ISSUES	23	12.995	11.094	12	15.000	5.303	39	24.492	8.938	51	22.259	7.349	1.07 df=2	N/S
INDUSTRY ISSUES	11	21.136	13.246	8	20.666	13.836	22	16.621	11.975	30	17.699	12.939	1.24 df=2	N/S
WIDER SOCIAL ISSUES	19	7.612	3.388	22	32.164	9.269	60	18.137	16.396	82	23.941	13.318	11.65 df=2	xx
OVERALL INDEX (Weighted Average of all Type Scores)	12.776			26.608			18.593			22.141				

Note 1 Insufficient common categories to calculate x^2

N/S Not statistically significant at P<.05 level

xx Statistically significant at P<.01 level

Appendix S13.1

ACCURACY OF RECALL OF RECENT ISSUE DETAILS: COMPARISON OF BRANCH NON-ACTIVIST SAMPLES

ISSUE TYPE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72			DIFFERENCES BETWEEN BRANCHES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	23	66.478	7.576	3	83.333	14.434	0	0.000	0.000	6	29.166	6.688	Note 1	
GROUP/DEPARTMENTAL ISSUES	120	75.767	14.763	23	44.065	16.068	6	41.666	12.983	11	29.545	12.943	54.21 df=9	xxx
ORGANISATIONAL ISSUES	54	43.981	6.292	29	52.036	35.357	71	51.112	28.032	39	28.846	10.544	11.27 df=9	N/S
INDUSTRY ISSUES	99	67.788	12.881	105	75.038	24.230	112	71.052	18.888	26	27.885	8.356	19.81 df=9	x
WIDER SOCIAL ISSUES	55	39.109	5.239	57	30.976	8.951	57	52.193	21.314	82	60.048	12.714	17.22 df=9	x
OVERALL INDEX (Weighted Average of Type Scores)	62.274			57.221			60.211			44.354				

N/S Not statistically significant at $P < .05$ Level
x Statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level
Note 1 Insufficient common categories to calculate x^2

ACCURACY OF RECALL OF RECENT ISSUE DETAILS: COMPARISON OF BRANCH ACTIVIST SAMPLES

ISSUE TYPE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20			DIFFERENCES BETWEEN BRANCHES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	4	100.000	0.000	0	-	-	1	75.000	-	2	80.000	17.678	Note 1	
GROUP/DEPARTMENTAL ISSUES	25	87.480	18.499	1	100.000	0.000	6	87.500	6.455	12	80.000	8.333	Note 1	
ORGANISATIONAL ISSUES	9	91.666	5.737	5	80.000	4.564	38	73.026	9.389	27	72.800	16.740	5.84 df=3	N/S
INDUSTRY ISSUES	14	92.857	6.661	21	80.152	15.958	22	61.363	6.577	11	70.000	6.833	12.44 df=9	N/S
WIDER SOCIAL ISSUES	13	93.308	7.892	15	46.733	14.768	19	86.842	22.222	19	81.400	17.904	17.59 df=9	x
OVERALL INDEX (Weighted Average of Type Scores)	91.123			68.667			74.128			76.284				

N/S Not statistically significant at P < .05 Level
x Statistically significant at P <.05 level
Note 1 Insufficient common categories to calculate x^2

GAS BRANCH

ACCURANCY OF RECALL OF RECENT ISSUE DETAILS: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 18			NON-ACTIVIST SAMPLE N = 121			DIFFERENCES BETWEEN SAMPLES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	4	100.000	0.000	23	66.478	7.576	Note 1	
GROUP/DEPARTMENTAL ISSUES	25	87.480	18.499	120	75.767	14.763	17.82 df=1	xxx
ORGANISATIONAL ISSUES	9	91.666	5.737	54	43.981	6.292	1.95 df=1	N/S
INDUSTRY ISSUES	14	92.857	6.661	99	67.788	12.881	Note 1	
WIDER SOCIAL ISSUES	13	93.308	7.892	55	39.109	5.239	Note 1	
OVERALL INDEX (Weighted Average of all Type Scores)	91.123			62.274				

N/S Not statistically significant at P <.05 level
xxx Statistically significant at P <.001 level
Note 1 Insufficient common categories to calculate x^2

ELECTRICITY BRANCH

ACCURANCY OF RECALL OF RECENT ISSUE DETAILS: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 13			NON-ACTIVIST SAMPLE N = 93			DIFFERENCES BETWEEN SAMPLES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	0	-	-	3	83.333	14.434	Note 1	
GROUP/DEPARTMENTAL ISSUES	1	100.000	0.000	23	44.065	16.068	Note 1	
ORGANISATIONAL ISSUES	5	80.000	4.564	29	52.036	35.357	Note 1	
INDUSTRY ISSUES	21	80.152	15.958	105	75.038	24.230	8.38 df=1	xx
WIDER SOCIAL ISSUES	15	46.733	14.768	57	30.976	8.951	22.73 df=1	xxx
OVERALL INDEX (Weighted Average of all Type Scores	68.667			57.221				

xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level
Note 1 Insufficient common categories to calculate x^2

LOCAL AUTHORITY BRANCH 1

ACCURANCY OF RECALL OF RECENT ISSUE DETAILS: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 25			NON-ACTIVIST SAMPLE N = 121			DIFFERENCES BETWEEN SAMPLES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	1	75.000	0.000	0	-	-	Note 1	
GROUP/DEPARTMENTAL ISSUES	6	87.500	6.455	6	41.666	12.983	Note 1	
ORGANISATIONAL ISSUES	38	73.026	9.389	71	51.112	28.032	56.20 df=2	xxx
INDUSTRY ISSUES	22	61.363	6.577	112	71.052	18.888	0.02 df=1	N/S
WIDER SOCIAL ISSUES	19	86.842	22.222	57	52.193	21.314	14.23 df=1	xxx
OVERALL INDEX (Weighted Average of all Type Scores	74.128			60.211				

N/S Not statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level
Note 1 Insufficient common categories to calculate x^2

LOCAL AUTHORITY BRANCH 2

ACCURANCY OF RECALL OF RECENT ISSUE DETAILS: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	ACTIVIST SAMPLE N = 20			NON-ACTIVIST SAMPLE N = 72			DIFFERENCES BETWEEN SAMPLES	
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	x^2	Significance
INDIVIDUAL ISSUES	2	80.000	17.678	6	29.166	6.688	Note 1	
GROUP/DEPARTMENTAL ISSUES	12	80.000	8.333	11	29.545	12.943	54.622 df=2	xxx
ORGANISATIONAL ISSUES	23	72.800	16.740	39	28.846	10.544	67.76 df=4	xxx
INDUSTRY ISSUES	11	70.000	6.833	26	27.885	8.356	32.17 df=2	xxx
WIDER SOCIAL ISSUES	19	81.400	17.904	82	60.048	12.714	19.22 df=2	xxx
OVERALL INDEX (Weighted Average of all Type Scores	76.284			44.354				

xxx Statistically significant at $P < .001$ level
Note 1 Insufficient common categories to calculate x^2

PERCEIVED MODE OF PURSUIT OF RECENT ISSUES: COMPARISON OF BRANCH NON-ACTIVIST SAMPLES

ISSUE TYPE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72		
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation
INDIVIDUAL ISSUES	23	8.739	2.581	3	8.333	2.887	0	-	-	6	7.500	2.582
GROUP/DEPARTMENTAL ISSUES	120	21.408	11.367	23	19.304	19.355	6	6.333	4.309	11	9.545	1.581
ORGANISATIONAL ISSUES	54	14.351	5.551	29	7.750	2.817	71	6.056	1.212	39	8.564	1.815
INDUSTRY ISSUES	99	5.899	2.256	105	37.828	22.971	112	16.886	9.950	26	6.462	2.700
WIDER SOCIAL ISSUES	55	3.455	1.819	57	3.167	1.522	57	5.632	6.991	82	5.451	3.266
OVERALL INDEX (Weighted Average of Type Scores)	12.305			22.332			10.894			6.701		

PERCEIVED MODE OF PURSUIT OF RECENT ISSUES: COMPARISON OF BRANCH ACTIVIST SAMPLES

ISSUE TYPE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20		
	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation	Number of Issue Recalls	Mean Score	Standard Deviation
INDIVIDUAL ISSUES	4	10.000	0.000	0	-	-	1	10.000	0.000	2	10.000	0.000
GROUP/DEPARTMENTAL ISSUES	25	14.000	39.111	1	10.000	0.000	6	8.333	2.582	12	10.000	0.000
ORGANISATIONAL ISSUES	9	50.000	0.000	5	7.000	1.826	38	8.658	1.778	23	9.700	0.422
INDUSTRY ISSUES	14	11.571	4.912	21	28.275	19.005	22	17.045	17.889	11	13.125	6.957
WIDER SOCIAL ISSUES	13	2.077	4.734	15	4.133	1.959	19	19.737	4.110	19	1.100	0.227
OVERALL INDEX (Weighted Average of Type Scores)	15.831			16.690			13.244			7.881		

EXPRESSED DESIRE FOR BRANCH INVOLVEMENT BY ISSUE TYPE
NON-ACTIVISTS: COMPARISON OF BRANCH SAMPLES

ISSUE TYPE	GAS BRANCH N = 121			ELECTRICITY BRANCH N = 93			LOCAL AUTHORITY BRANCH 1 N = 121			LOCAL AUTHORITY BRANCH 2 N = 72		
	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned
INDIVIDUAL ISSUES	57	0.471	0.262	59	0.635	0.178	79	0.653	0.214	25	0.347	0.104
GROUP/DEPARTMENTAL ISSUES	99	0.819	0.454	67	0.721	0.202	2	0.017	0.006	14	0.195	0.058
ORGANISATIONAL ISSUES	28	0.231	0.128	66	0.700	0.199	158	1.306	0.428	124	1.724	0.520
INDUSTRY ISSUES	31	0.256	0.142	104	1.119	0.313	92	0.760	0.249	55	0.764	0.230
WIDER SOCIAL ISSUES	3	0.025	0.014	36	0.387	0.108	38	0.314	0.103	21	0.292	0.088
TOTAL: ALL ISSUES	218	1.802		332	3.572		369	3.050		239	3.332	

Differences between samples in numbers mentioned:
x^2 (df 12) = 275.93, Statistically significant at P $<$ .001 level

EXPRESSED DESIRE FOR BRANCH INVOLVEMENT BY ISSUE TYPE
ACTIVISTS: COMPARISON OF BRANCH SAMPLES

ISSUE TYPE	GAS BRANCH N = 18			ELECTRICITY BRANCH N = 13			LOCAL AUTHORITY BRANCH 1 N = 25			LOCAL AUTHORITY BRANCH 2 N = 20		
	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned	Number of Issue Mentions	Frequency: Mean Number of Mentions per Respondent	Proportion of all Issues Mentioned
INDIVIDUAL ISSUES	7	0.389	0.135	7	0.539	0.149	11	0.440	0.141	5	0.250	0.093
GROUP/DEPARTMENTAL ISSUES	24	1.334	0.461	12	0.924	0.255	10	0.400	0.128	10	0.500	0.184
ORGANISATIONAL ISSUES	4	0.222	0.078	17	1.309	0.362	40	1.600	0.513	30	1.500	0.556
INDUSTRY ISSUES	14	0.778	0.269	7	0.539	0.149	12	0.480	0.154	4	0.200	0.074
WIDER SOCIAL ISSUES	3	0.168	0.057	4	0.308	0.085	5	0.200	0.064	5	0.250	0.093
TOTAL: ALL ISSUES	52	2.891		47	3.619		78	3.120		54	2.700	

Differences between samples in numbers mentioned:
χ^2 (df 12)= 215.81, Statistically significant at P $<$.001 level

GAS BRANCH - EXPRESSED DESIRE FOR BRANCH INVOLVEMENT IN ISSUES: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	CASE OR ISSUE	ACTIVISTS N = 18			NON-ACTIVISTS N = 121		
		Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned	Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned
INDIVIDUAL ISSUES	Branch Welfare Activities	1	0.056	0.019	20	0.165	0.092
	Grading Claims	6	0.333	0.116	17	0.140	0.078
	Disciplinary Cases	0	-	-	10	0.083	0.046
	Grievances	0	-	-	10	0.083	0.046
	TOTALS FOR TYPE:	7	0.389	0.135	57	0.471	0.262
GROUP/DEPARTMENTAL ISSUES	Reorganisations	9	0.500	0.173	25	0.207	0.115
	Inter Union Coordination	2	0.111	0.039	0	-	-
	Health and Safety Issues	2	0.111	0.039	7	0.058	0.032
	Job Design/Working Practices	8	0.444	0.153	44	0.364	0.202
	Manning Levels	3	0.168	0.057	19	0.157	0.087
	Overtime Levels/Working Hours	0	-	-	4	0.033	0.018
	TOTALS FOR TYPE:	24	1.334	0.461	99	0.819	0.454
ORGANISATIONAL ISSUES	Redundancy Policies	2	0.111	0.039	3	0.025	0.014
	Local Allowances	2	0.111	0.039	17	0.140	0.078
	Car Allowances	0	-	-	4	0.033	0.018
	Commission Rates	0	-	-	4	0.033	0.018
	TOTALS FOR TYPE:	4	0.222	0.078	28	0.231	0.128
INDUSTRY ISSUES	Salary Claim	7	0.389	0.134	24	0.198	0.110
	Pre-retirement conditions	2	0.111	0.039	0	-	-
	Holidays and service conditions	5	0.278	0.096	7	0.058	0.032
	TOTALS FOR TYPE:	14	0.778	0.269	31	0.256	0.142
WIDER SOCIAL ISSUES	Trade Union Rights	1	0.056	0.019	0	-	-
	Equal Opportunities in Society	1	0.056	0.019	0	-	-
	Employment Levels in Society	1	0.056	0.019	3	0.025	0.014
	TOTALS FOR TYPE:	3	0.168	0.057	3	0.025	0.014
	TOTAL FREQUENCY: ALL TYPES		2.891			1.802	

Differences by Type: Activists to Combined Non-Activist Samples χ^2 (df=4) = 26.22, Statistically significant at P < .001 level

ELECTRICITY BRANCH - EXPRESSED DESIRE FOR BRANCH INVOLVEMENT IN ISSUES: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	CASE OR ISSUE	ACTIVISTS N = 13			NON-ACTIVISTS N = 93		
		Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned	Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned
INDIVIDUAL ISSUES	Branch Welfare Activities	1	0.077	0.021	15	0.161	0.045
	Grading Claims	0	-	-	22	0.237	0.067
	Disciplinary Cases	4	0.308	0.085	14	0.151	0.042
	Selection for Promotion	2	0.154	0.043	8	0.086	0.024
	TOTALS FOR TYPE:	7	0.539	0.149	59	0.635	0.178
GROUP DEPARTMENTAL ISSUES	Reorganisations	4	0.308	0.085	16	0.172	0.048
	Manning Levels	4	0.308	0.085	30	0.323	0.090
	New Technology/Job Design	4	0.308	0.085	3	0.032	0.009
	Working Conditions/Accommodation	0	-	-	18	0.194	0.055
	TOTALS FOR TYPE:	12	0.924	0.255	67	0.721	0.202
ORGANISATIONAL ISSUES	Vacancies and How Filled	1	0.077	0.021	4	0.043	0.012
	Major Reorganisations	5	0.385	0.107	0	-	-
	Youth Training Scheme	1	0.077	0.021	0	-	-
	Hours of Work	4	0.308	0.085	24	0.258	0.072
	Long Term Organisation Planning	1	0.077	0.021	5	0.054	0.016
	Job Security	2	0.154	0.043	20	0.215	0.060
	Equal Opportunities Policy	1	0.077	0.021	0	-	-
	Health and Safety Policy	2	0.154	0.043	12	0.129	0.036
	Trade Union Facilities	0	-	-	1	0.011	0.003
	TOTALS FOR TYPE:	17	1.309	0.362	66	0.710	0.199
INDUSTRY ISSUES	Salary Claim	3	0.231	0.064	62	0.667	0.187
	Service Conditions	1	0.077	0.021	40	0.430	0.120
	Job Security in Industry	1	0.077	0.021	0	-	-
	Pensions	2	0.154	0.043	0	-	-
	Redundancy Policy	0	-	-	2	0.022	0.006
	TOTALS FOR TYPE:	7	0.539	0.149	104	1.119	0.313
WIDER SOCIAL ISSUES	Support for other NALGO services	1	0.077	0.021	4	0.043	0.012
	Equal Opportunities in Society	0	-	-	3	0.032	0.009
	Employment Levels in Society	1	0.077	0.021	25	0.269	0.075
	Public Service Cuts	2	0.154	0.043	0	-	-
	Lowered Retirement Age	0	-	-	4	0.043	0.012
	TOTALS FOR TYPE:	4	0.308	0.085	36	0.387	0.108
	TOTAL FREQUENCY: ALL TYPES		3.619			3.572	

Differences by Type: Activists to Combined Non-Activist Samples x^2 (df=4) = 40.07, Statistically Significant at P < .001 level

LOCAL AUTHORITY BRANCH 1 - EXPRESSED DESIRE FOR BRANCH INVOLVEMENT IN ISSUES: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	CASE OR ISSUE	ACTIVISTS N = 25			NON-ACTIVISTS N = 121		
		Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned	Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned
INDIVIDUAL ISSUES	Branch Welfare Activities	1	0.040	0.013	29	0.240	0.079
	Grading Claims	0	-	-	5	0.041	0.013
	Disciplinary Cases	0	-	-	11	0.091	0.030
	Career Progression	1	0.040	0.013	0	-	-
	Individual Job Content	1	0.040	0.013	5	0.041	0.013
	Grievances	8	0.320	0.102	29	0.240	0.079
	TOTALS FOR TYPE:	11	0.440	0.141	79	0.653	0.214
GROUP/DEPARTMENTAL ISSUES	Reorganisations	4	0.160	0.050	2	0.027	0.006
	Accommodation/Working Conditions	2	0.080	0.026	0	-	-
	Departmental Job Content	2	0.080	0.026	0	-	-
	Greater Steward Involvement	2	0.080	0.026	0	-	-
	TOTALS FOR TYPE:	10	0.400	0.128	2	0.017	0.006
ORGANISATIONAL ISSUES	Privatisation	7	0.280	0.089	19	0.157	0.051
	Transfer	7	0.280	0.089	35	0.289	0.095
	Health and Safety	8	0.320	0.103	6	0.050	0.016
	Local Service Conditions	8	0.320	0.103	38	0.314	0.103
	Introduction of New Technology	1	0.040	0.013	10	0.083	0.027
	Ring Fence Procedures	5	0.200	0.064	0	-	-
	Job Security	2	0.080	0.026	36	0.298	0.098
	Management Openess	2	0.080	0.026	0	-	-
	Youth Training Scheme	0	-	-	9	0.074	0.024
	Branch Social Activities	0	-	-	5	0.041	0.014
	TOTALS FOR TYPE:	40	1.600	0.513	158	1.306	0.428
INDUSTRY ISSUES	Pay Claim	9	0.360	0.116	71	0.587	0.191
	More for Lower Paid	0	-	-	12	0.099	0.033
	Service Conditions	3	0.120	0.038	8	0.066	0.022
	Car Allowances	0	-	-	1	0.008	0.003
	TOTALS FOR TYPE:	12	0.480	0.154	92	0.760	0.249
WIDER SOCIAL ISSUES	A More Positive Political Stance	3	0.120	0.038	2	0.017	0.005
	Contributing to Union Policy	1	0.040	0.013	0	-	-
	Local Unemployment	1	0.040	0.013	13	0.107	0.035
	Support Other Trade Unions	0	-	-	2	0.017	0.005
	Local Community Building	0	-	-	5	0.041	0.014
	Equal Opportunities in Society	0	-	-	16	0.132	0.044
	TOTALS FOR TYPE:	5	0.200	0.064	38	0.314	0.103
	TOTAL FREQUENCY: ALL TYPES		3.120			3.050	

Differences by Type: Activists to Combined Non-Activist Samples x^2 (df=4) = 51.33, Statistically Significant at P < .001 level

LOCAL AUTHORITY BRANCH 2 - EXPRESSED DESIRE FOR BRANCH INVOLVEMENT IN ISSUES: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ISSUE TYPE	CASE OR ISSUE	ACTIVISTS N = 20			NON-ACTIVISTS N = 72		
		Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned	Number of Mentions	Frequency of Mentions	Proportion of all Issues Mentioned
INDIVIDUAL ISSUES	Welfare Activities by Branch	2	0.100	0.037	5	0.069	0.021
	Grading Claims	1	0.050	0.019	5	0.069	0.021
	Grievances	2	0.100	0.037	13	0.181	0.054
	Disciplinary	0	-	-	2	0.028	0.008
	TOTALS FOR TYPE	5	0.250	0.093	25	0.347	0.104
GROUP/DEPARTMENTAL ISSUES	Reorganisations	4	0.200	0.074	8	0.111	0.033
	Accommodation/Working Conditions	3	0.150	0.055	4	0.056	0.017
	Departmental Job Content	3	0.150	0.055	2	0.028	0.008
	TOTALS FOR TYPE:	10	0.500	0.184	14	0.195	0.058
ORGANISATIONAL ISSUES	Restriction of Management Power	2	0.100	0.037	0	-	-
	Health and Safety	12	0.600	0.222	18	0.250	0.075
	Job Security	1	0.050	0.019	3	0.042	0.013
	Creche Facilities	4	0.200	0.074	3	0.042	0.013
	Paternity Leave	2	0.100	0.037	2	0.028	0.008
	Local Holiday Entitlement	3	0.150	0.055	55	0.764	0.230
	Car Parking Facilities	2	0.100	0.037	0	-	-
	Privatisation	1	0.050	0.019	1	0.014	0.004
	Closed Shop	1	0.050	0.019	3	0.042	0.013
	Branch Social Activities	2	0.100	0.037	16	0.222	0.067
	Equal Opportunities	0	-	-	11	0.153	0.046
	Higher Membership Involvement in Branch	0	-	-	9	0.125	0.038
	Introduction of New Technology	0	-	-	3	0.042	0.013
	TOTALS FOR TYPE:	30	1.500	0.556	124	1.724	0.520
INDUSTRY ISSUES	Pay Claim	4	0.200	0.074	40	0.556	0.167
	Service Conditions	0	-	-	14	0.194	0.059
	Pensions	0	-	-	1	0.014	0.004
	TOTALS FOR TYPE:	4	0.200	0.074	55	0.764	0.230
WIDER SOCIAL ISSUES	A More Positive Political Stance	1	0.050	0.019	9	0.125	0.038
	Employment Levels in Wider Society	3	0.150	0.055	0	-	-
	Local Community Building	1	0.050	0.019	0	-	-
	Opposing Public Service Cuts	0	-	-	5	0.069	0.021
	Racial Equality/Equal Opportunities	0	-	-	4	0.056	0.017
	Support for other Trade Unions	0	-	-	1	0.014	0.004
	Nuclear Disarmament	0	-	-	2	0.028	0.008
	TOTALS FOR TYPE:	5	0.250	0.093	21	0.292	0.088
	TOTAL FREQUENCY: ALL TYPES		2.700			3.322	

Differences by Type: Activists to Combined Non-Activist Samples x^2 (df=4) = 46.99, Statistically Significant at P < .001 level

GAS BRANCH – ACTIVIST SAMPLE

SUMMARY OF RESPONSES TO ITEMS 45 TO 47 ON INTERVIEW SCHEDULE AND DERIVATION OF INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT

ISSUES		NUMBER	APPROACH TO ISSUES STATED AS MOST APPROPRIATE			
			Accept Situation as Is	Attempt to Change Rank and File	Pursue via Outside Trade Union	Attempt to Widen Scope to Permit Higher Involvement
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE AND POSSIBLE	Able to be fully involved	11	2			9
	Involvement possible but perceived rank and file attitudes limit pursuit of issues	1		1		
	Some involvement possible but limited by existing agreements	4			4	
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE BUT NOT POSSIBLE.	Existing agreements preclude Pursuit of Issues	19			9	10
	Employer regards as reserved issue and will not negotiate	14			3	11
	Perceptions of rank and file attitudes preclude raising issue	3		3		
	TOTALS:	62	2	4	16	30
	Proportions of Total Issues Mentioned :		$P_1 = 0.039$	$P_2 = 0.077$	$P_3 = 0.308$	$P_4 = 0.576$
	MODE SCORES :		$Ms_1 = 1$	$Ms_2 = 33$	$Ms_3 = 66$	$Ms_4 = 100$

INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT $= (P_1 \times Ms_1) + (P_2 \times Ms_2) + (P_3 \times Ms_3) + (P_4 \times Ms_4) = 80.508$

ELECTRICITY BRANCH - ACTIVIST SAMPLE

SUMMARY OF RESPONSES TO ITEMS 45 TO 47 ON INTERVIEW SCHEDULE AND DERIVATION OF INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT

ISSUES		NUMBER	APPROACH TO ISSUES STATED AS MOST APPROPRIATE			
			Accept Situation as Is	Attempt to Change Rank and File	Pursue via Outside Trade Union	Attempt to Widen Scope to Permit Higher Involvement
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE AND POSSIBLE	Able to be fully involved	23	23			
	Involvement possible but perceived rank and file attitudes limit pursuit of issues	2	1	1		
	Some involvement possible but limited by existing agreements	3			3	
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE BUT NOT POSSIBLE.	Existing agreements preclude Pursuit of Issues	7	2		3	2
	Employer regards as reserved issue and will not negotiate	7	7			
	Perceptions of rank and file attitudes preclude raising issue	4	1	3		
	TOTALS:	46	34	4	6	2
	Proportions of Total Issues Mentioned :		$P_1 = 0.739$	$P_2 = 0.087$	$P_3 = 0.130$	$P_4 = 0.044$
	MODE SCORES :		$Ms_1 = 1$	$Ms_2 = 33$	$Ms_3 = 66$	$Ms_4 = 100$

INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT = $(P_1 \times Ms_1) + (P_2 \times Ms_2) + (P_3 \times Ms_3) + (P_4 \times Ms_4) = 16.590$

LOCAL AUTHORITY BRANCH 1 - ACTIVIST SAMPLE

SUMMARY OF RESPONSES TO ITEMS 45 TO 47 ON INTERVIEW SCHEDULE AND DERIVATION OF INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT

ISSUES		NUMBER	APPROACH TO ISSUES STATED AS MOST APPROPRIATE			
			Accept Situation as Is	Attempt to Change Rank and File	Pursue via Outside Trade Union	Attempt to Widen Scope to Permit Higher Involvement
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE AND POSSIBLE	Able to be fully involved	52	51			1
	Involvement possible but perceived rank and file attitudes limit pursuit of issues	7		4	3	
	Some involvement possible but limited by existing agreements	5			5	
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE BUT NOT POSSIBLE.	Existing agreements preclude Pursuit of Issues	6	4		2	
	Employer regards as reserved issue and will not negotiate	8	5		1	2
	Perceptions of rank and file attitudes preclude raising issue					
	TOTALS:	78	60	4	11	3
	Proportions of Total Issues Mentioned :		$P_1 = 0.769$	$P_2 = 0.051$	$P_3 = 0.141$	$P_4 = 0.039$
	MODE SCORES :		$Ms_1 = 1$	$Ms_2 = 33$	$Ms_3 = 66$	$Ms_4 = 100$

INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT = $(P_1 \times Ms_1) + (P_2 \times Ms_2) + (P_3 \times Ms_3) + (P_4 \times Ms_4) = 15.658$

LOCAL AUTHORITY BRANCH 2 - ACTIVIST SAMPLE

SUMMARY OF RESPONSES TO ITEMS 45 TO 47 ON INTERVIEW SCHEDULE AND DERIVATION OF INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT

ISSUES		NUMBER	APPROACH TO ISSUES STATED AS MOST APPROPRIATE			
			Accept Situation as Is	Attempt to Change Rank and File	Pursue via Outside Trade Union	Attempt to Widen Scope to Permit Higher Involvement
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE AND POSSIBLE	Able to be fully involved	29	29			
	Involvement possible but perceived rank and file attitudes limit pursuit of issues	2		2		
	Some involvement possible but limited by existing agreements	3	2		1	
ISSUES IN WHICH A DEGREE OF INVOLVEMENT PERCEIVED DESIRABLE BUT NOT POSSIBLE.	Existing agreements preclude Pursuit of Issues	5	1		4	
	Employer regards as reserved issue and will not negotiate	13	12		1	
	Perceptions of rank and file attitudes preclude raising issue	2	2			
	TOTALS:	54	4	2	6	0
	Proportions of Total Issues Mentioned :		$P_1 = 0.852$	$P_2 = 0.037$	$P_3 = 0.111$	$P_4 = 0$
	MODE SCORES :		$Ms_1 = 1$	$Ms_2 = 33$	$Ms_3 = 66$	$Ms_4 = 100$

INDEX OF DESIRE FOR INCREASED ISSUE INVOLVEMENT = $(P_1 \times Ms_1) + (P_2 \times Ms_2) + (P_3 \times Ms_3) + (P_4 \times Ms_4) = 9.399$

ASSOCIATION BETWEEN RANK ORDER OF GENERAL SALIENCE BY ISSUE TYPE AND RANK ORDER OF SALIENCE OF RECENT ISSUES BY TYPE - (SPEARMAN RANK ORDER CORRELATION COEFFICIENTS)

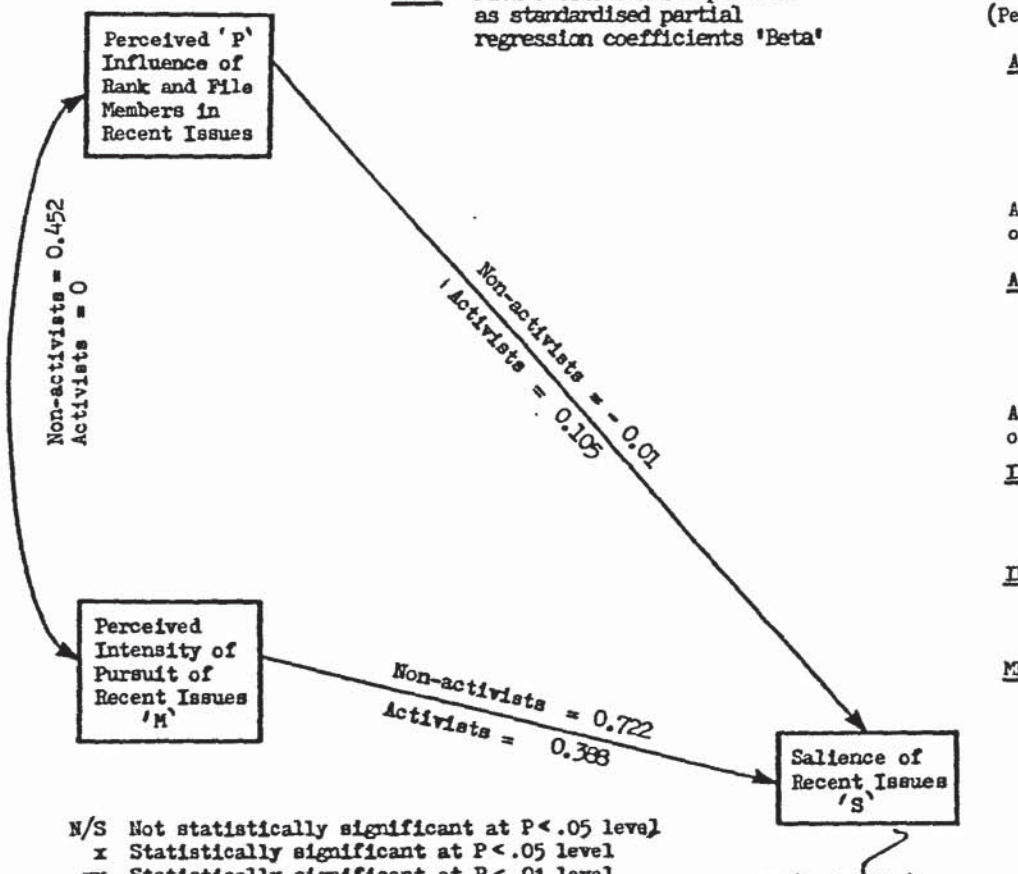
ISSUE TYPE	GAS BRANCH		ELECTRICITY BRANCH		LOCAL AUTHORITY BRANCH 1		LOCAL AUTHORITY BRANCH 2	
	Non-Activists N=121	Activists N=18	Non-Activists N=93	Activists N=13	Non-Activists N=121	Activists N=25	Non-Activists N=72	Activists N=20
INDIVIDUAL ISSUES	0.062 N/S	0.221 N/S	0.081 N/S	-	-	-0.087 N/S	-0.090 N/S	0.362 N/S
GROUP/DEPARTMENTAL ISSUES	0.086 N/S	-0.291 N/S	0.032 N/S	0.040 N/S	-	-0.107 N/S	-0.096 N/S	0.009 N/S
ORGANISATIONAL ISSUES	0.011 N/S	-0.027 N/S	0.100 N/S	0.029 N/S	0.227 x	0.173 N/S	-0.101 N/S	0.348 N/S
INDUSTRY ISSUES	0.159 N/S	0.264 N/S	0.073 N/S	0.360 N/S	0.244 xx	0.233 N/S	-0.010 N/S	-0.060 N/S
WIDER SOCIAL ISSUES	-0.099 N/S	-0.244 N/S	0.041 N/S	0.212 N/S	-0.066 N/S	0.093 N/S	-0.184 N/S	0.046 N/S

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

GAS BRANCH

P/TH MODEL OF RELATIONSHIP BETWEEN RECENT ISSUES MEASURES TOGETHER WITH ASSOCIATED DATA

Note: Path Coefficients expressed as standardised partial regression coefficients 'Beta'



R (Residuals)
Non-activists 0.696
Activists 0.915

N/S Not statistically significant at P<.05 level
x Statistically significant at P<.05 level
xx Statistically significant at P<.01 level
xxx Statistically significant at P<.001 level

Zero Order Correlation Coefficients
(Pearson Product Moment Unless Otherwise Specified)

Non-Activists	S	P	M	Accuracy of Recall
S	1.0	0.317xxx	0.718xxx	(0.706xxx Spearman Rank Order)
P		1.0	0.452xxx	(0.528xxx Spearman Rank Order)
M			1.0	(0.635xxx Spearman Rank Order)
Accurancy of Recall				1.0

Activists	S	P	M	Accuracy of Recall
S	1.0	0.105N/S	0.388xx	(-0.215N/S Spearman Rank Order)
P		1.0	0.000N/S	(-0.202N/S Spearman Rank Order)
M			1.0	(0.137 N/S Spearman Rank Order)
Accuracy of Recall				1.0

INDEX OF SALIENCE (ALL ISSUES RECALLED)

Non-activists 47.713
Activists 56.380

INDEX OF PERCEIVED INFLUENCE OF RANK AND FILE

Non-activists 13.283
Activists 10.798

MEAN ACCURACY OF RECALL (ALL ISSUES RECALLED)

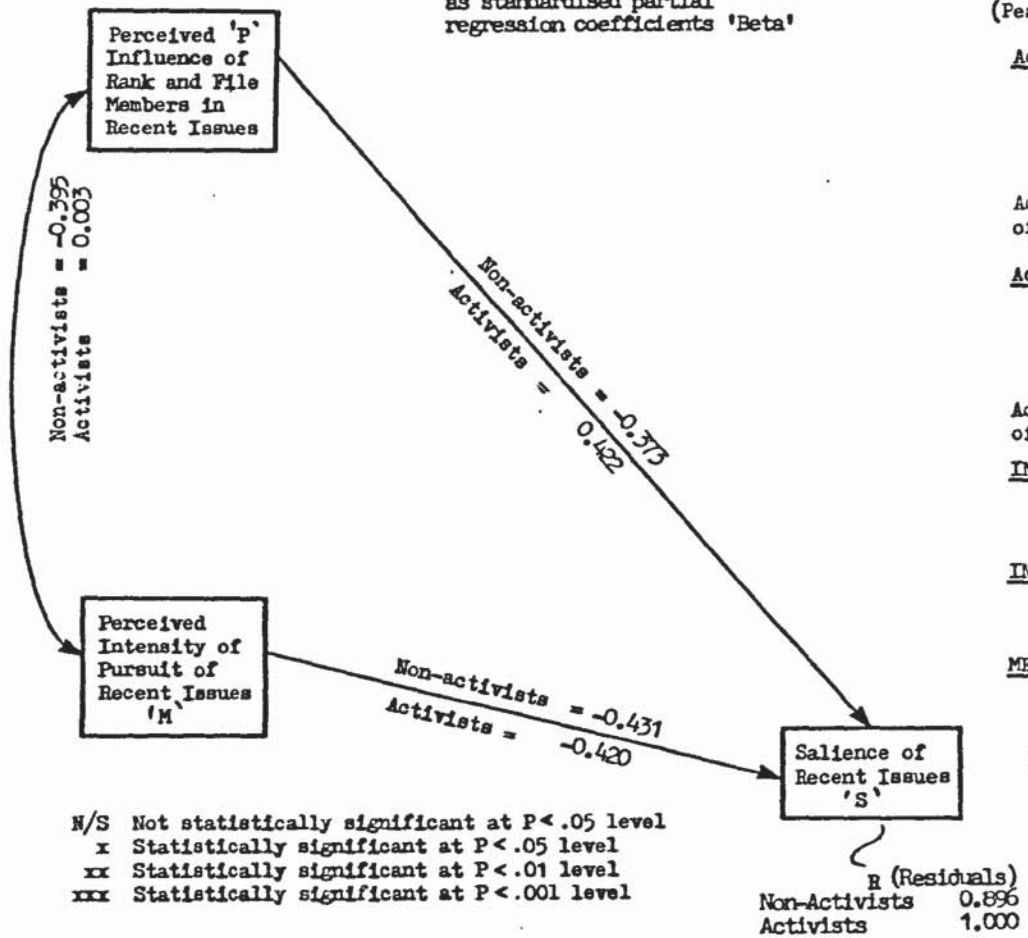
Non-activists 62.274
Activists 91.123

(Variance Explained) Non-activists 0.515
Activists 0.162

ELECTRICITY BRANCH:

PATH MODEL OF RELATIONSHIP BETWEEN RECENT ISSUES MEASURES TOGETHER WITH ASSOCIATED DATA

Note Path Coefficients expressed as standardised partial regression coefficients 'Beta'



N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

Zero Order Correlation Coefficients
(Pearson Product Moment Unless Otherwise Specified)

Non-Activists	S	P	M	Accuracy of Recall	
S	1.0	-0.203 x	-0.284 xxx	(-0.586 xxx	Spearman Rank Order)
P		1.0	-0.395 xxx	(0.412 xxx	Spearman Rank Order)
M			1.0	(0.784 xxx	Spearman Rank Order)
Accuracy of Recall				1.0	

Activists	S	P	M	Accuracy of Recall	
S	1.0	-0.421 xx	0.421 xx	(0.627 xxx	Spearman Rank Order)
P		1.0	0.003 N/S	(-0.273 N/S	Spearman Rank Order)
M			1.0	(0.797 xxx	Spearman Rank Order)
Accuracy of Recall				1.0	

INDEX OF SALIENCE (ALL ISSUES RECALLED)

Non-activists	59.825
Activists	56.452

INDEX OF PERCEIVED INFLUENCE OF RANK AND FILE

Non-activists	11.596
Activists	10.350

MEAN ACCURACY OF RECALL (ALL ISSUES RECALLED)

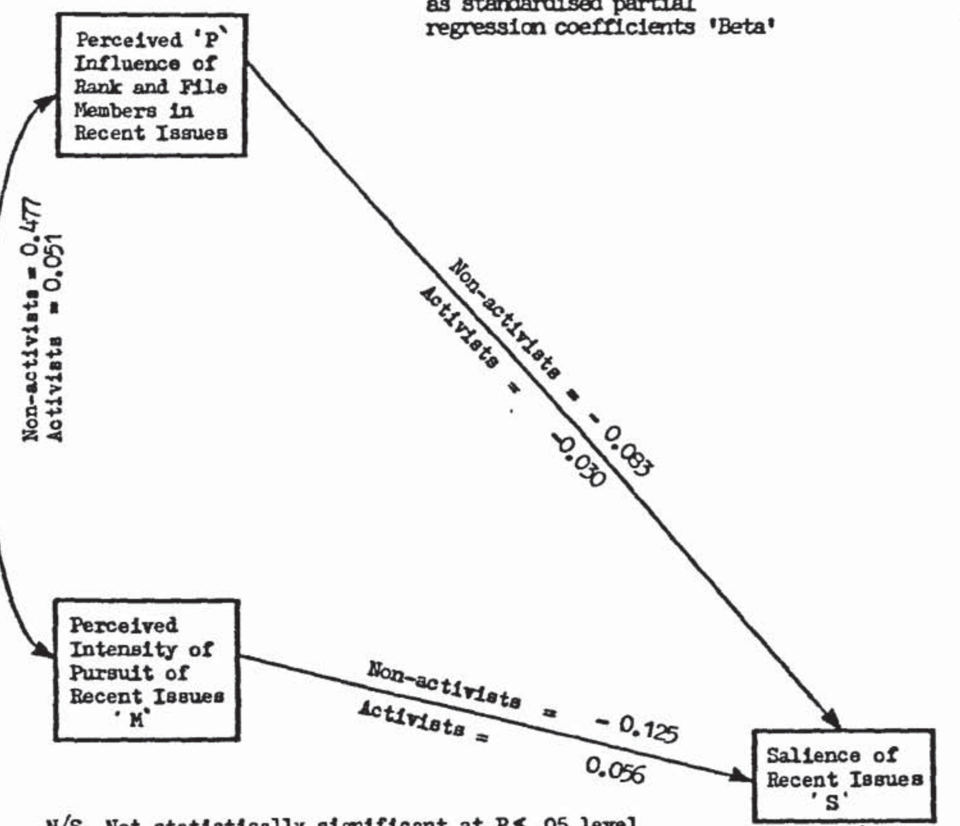
Non-activists	57.221
Activists	68.667

(Variance Explained) Non-Activists 0.198
Activists 0.000

LOCAL AUTHORITY BRANCH 1

PATH MODEL OF RELATIONSHIP BETWEEN RECENT ISSUES MEASURES TOGETHER WITH ASSOCIATED DATA

Note Path Coefficients expressed as standardised partial regression coefficients 'Beta'



R (Residuals)
Non-activists 0.983
Activists 0.998

N/S Not statistically significant at P<.05 level
x Statistically significant at P<.05 level
xx Statistically significant at P<.01 level
xxx Statistically significant at P<.001 level

Zero Order Correlation Coefficients
(Pearson Product Moment Unless Otherwise Specified)

Non-Activists	S	P	M	Accuracy of Recall	
S	1.0	-0.143[x]	-0.165[x]	(-0.237[xx]	Spearman Rank Order)
P		1.0	0.477[xxx]	(0.606[xxx]	Spearman Rank Order)
M			1.0	(0.851[xxx]	Spearman Rank Order)
Accurancy of Recall				1.0	

Activists	S	P	M	Accuracy of Recall	
S	1.0	-0.027[N/S]	0.054[N/S]	(0.238[x]	Spearman Rank Order)
P		1.0	0.051[N/S]	(-0.112[N/S]	Spearman Rank Order)
M			1.0	(-0.125[N/S]	Spearman Rank Order)
Accuracy of Recall				1.0	

INDEX OF SALIENCE (ALL ISSUES RECALLED)

Non-activists	65.862
Activists	62.174

INDEX OF PERCEIVED INFLUENCE OF RANK AND FILE

Non-activists	24.686
Activists	14.254

MEAN ACCURACY OF RECALL (ALL ISSUES RECALLED)

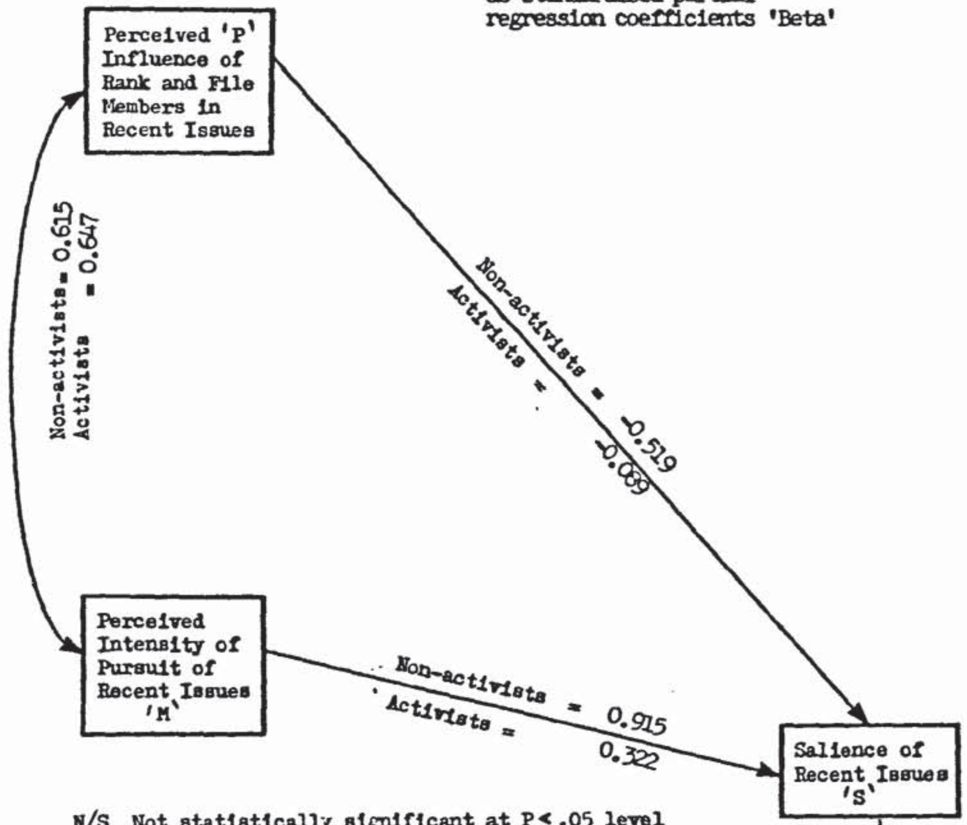
Non-activists	60.211
Activists	74.128

(Variance Explained) . Non-activists 0.033
Activists 0.004

LOCAL AUTHORITY BRANCH 2

PATH MODEL OF RELATIONSHIP BETWEEN RECENT ISSUES MEASURES TOGETHER WITH ASSOCIATED DATA

Note Path Coefficients expressed as standardised partial regression coefficients 'Beta'



R(Residuals)
Non-activists 0.522
Activists 0.074

N/S Not statistically significant at P<.05 level
x Statistically significant at P<.05 level
xx Statistically significant at P<.01 level
xxx Statistically significant at P<.001 level

Zero Order Correlation Coefficients
(Pearson Product Moment Unless Otherwise Specified)

Non-Activists	S	P	M	Accuracy of Recall
S	1.0	0.044 N/S	0.596 xxx	(-0.066 N/S Spearman Rank Order)
P		1.0	0.615 xxx	(0.277 xxx Spearman Rank Order)
M			1.0	(0.056 N/S Spearman Rank Order)
Accuracy of Recall				1.0

Activists	S	P	M	Accuracy of Recall
S	1.0	0.119 N/S	0.264 x	(0.453 xxx Spearman Rank Order)
P		1.0	0.647 xxx	(0.155 N/S Spearman Rank Order)
M			1.0	(0.626 xxx Spearman Rank Order)
Accuracy of Recall				1.0

INDEX OF SALIENCE (ALL ISSUES RECALLED)

Non-activists 59.513
Activists 59.149

INDEX OF PERCEIVED INFLUENCE OF RANK AND FILE

Non-activists 22.141
Activists 12.776

MEAN ACCURACY OF RECALL (ALL ISSUES RECALLED)

Non-activists 44.354
Activists 76.284

(Variance Explained) Non-activists 0.522
Activists 0.074

GAS BRANCH: NON-ACTIVISTS

DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
Grading or Retrospective Payments	15	0.055	75	4.125				
Reorganisations and Redeployments	3	0.006	75	0.045	16	0.437	25	10.925
Individual Grievances	3	0.005	75	0.375				
Trade Union Facilities	2	0.003	25	0.075				
Industrial Injury	4	0.006	75	0.045				
TOTALS: T				4.665				10.925
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $p = \frac{T}{\Sigma T}$				P_1 = 0.029				P_2 = 0.067

RESERVED ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
Discipline and Conduct					7	0.011	75	0.825
Supplementary Allowances	1	0.021	25	0.525				
New Technology and Working Methods	2	0.156	25	3.900	11	1.433	25	35.575
Holidays and Hours of Work	3	0.150	25	3.750	1	0.136	25	3.400
Manpower Levels	1	1.000	100	100.000				
TOTALS: T				108.175				39.800
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				P_3 = 0.661				P_4 = 0.243

Sum of proportions in Trade Union Initiating Modes $= P_1 + P_3 = 0.690$: Percentage 69.0

Sum of proportions in Management Initiating Modes $= P_2 + P_4 = 0.310$: Percentage 31.0

GAS BRANCH: ACTIVISTS

DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
Grading or Retrospective Payments	15	0.055	50	2.750				
Reorganisations and Redeployments	3	0.006	50	0.300	16	0.437	100	43.700
Individual Grievances	3	0.005	50	0.250				
Trade Union Facilities	2	0.003	100	0.300				
Industrial Injury	4	0.006	50	0.300				
TOTALS: T				3.900				43.700
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				$P_1 =$ 0.012				$P_2 =$ 0.140

RESERVED ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
Discipline and Conduct					7	0.011	50	0.550
Supplementary Allowances	1	0.021	100	2.100				
New Technology and Working Methods	2	0.156	100	15.600	11	1.433	100	143.300
Holidays and Hours of Work	3	0.150	100	15.000	1	0.136	100	13.600
Manpower Levels	1	1.000	75	75.000				
TOTALS: T				107.700				157.450
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				$P_3 =$ 0.344				$P_4 =$ 0.504

Sum of proportions in Trade Union Initiating Modes $= P_1 + P_3 = 0.356$: Percentage 35.6

Sum of proportions in Management Initiating Modes $= P_2 + P_4 = 0.644$: Percentage 64.4

ELECTRICITY BRANCH: NON-ACTIVISTS
DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
New Technology and Working Methods					2	1.224	25	30.600
Reorganisation					2	1.080	25	27.000
Working Hours and Arrangements	1	1.000	100	100.000	1	0.242	25	6.050
Grading Claims	15	0.364	25	9.100				
Commission Rates/Sales Targets					2	0.488	25	12.200
Health and Safety	2	2.000	100	200.000				
Equal Opportunities	2	2.000	100	200.000				
Trade Union Facilities	1	1.000	25	25.000				
Individual Grievances	6	0.013	75	0.975				
TOTALS: T				535.075				75.850
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				P_1 = 0.740				P_2 = 0.105

RESERVED ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
Local Holidays					2	0.488	25	12.200
Discipline and Conduct					1	1.000	100	100.000
TOTALS: T				0				112.200
TOTALS AS PROPORTIONS				P_3 = 0				P_4 = 0.155

Sum of proportions in Trade Union Initiating Modes = $P_1 + P_3$ = 0.740: Percentage 74.0

Sum of proportions in Management Initiating Modes = $P_2 + P_4$ = 0.260: Percentage 26.0

ELECTRICITY BRANCH: ACTIVISTS
DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES								
	INITIATOR OF CASE OR ISSUE							
	TRADE UNION				MANAGEMENT			
CASE OR ISSUE TYPE	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S
New Technology and Working Methods					2	1.224	100	122.400
Reorganisation					2	1.080	100	108.000
Working Hours and Arrangements	1	1.000	50	50.000	1	0.242	100	24.200
Grading Claims	15	0.364	100	36.400				
Commission Rates/Sales Targets					2	0.488	100	48.800
Health and Safety	2	2.000	50	100.000				
Equal Opportunities	2	2.000	50	100.000				
Trade Union Facilities	1	1.000	50	50.000				
Individual Grievances	6	0.013	25	0.325				
TOTALS: T				336.725				303.400
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				P_1 = 0.455				P_2 = 0.411

RESERVED ISSUES								
	INITIATOR OF CASE OR ISSUE							
	TRADE UNION				MANAGEMENT			
CASE OR ISSUE TYPE	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S
Local Holidays					2	0.488	100	48.800
Discipline and Conduct					1	1.000	50	50.000
TOTALS: T				0				98.800
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				P_3 = 0				P_4 = 0.134

Sum of proportions in Trade Union Initiating Modes $= P_1 + P_3 = 0.455$: Percentage 45.5
Sum of proportions in Management Initiating Modes $= P_2 + P_4 = 0.545$: Percentage 54.5

LOCAL AUTHORITY BRANCH 1 - NON-ACTIVISTS

DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
Regrading Claims	12	0.019	75	1.425				
Hours of Work and Leave Entitlement	1	0.083	25	2.075				
Individual Grievances	9	0.014	75	1.050				
New Technology Application	1	1.000	100	100.000				
Health and Safety	3	0.192	25	4.800				
TOTALS: T				109.350				0
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				P_1 = 0.119				P_2 = 0

RESERVED ISSUES

CASE OR ISSUE TYPE	Trade Union: Number of Cases N	Trade Union: Proportion of Branch Involved P	Trade Union: Salience Rating S	Trade Union: Salience Weighted Proportion P X S	Management: Number of Cases N	Management: Proportion of Branch Involved P	Management: Salience Rating S	Management: Salience Weighted Proportion P X S
Discipline and Conduct	1	1.000	100	100.000	6	0.009	75	0.675
Appointment, Promotion and Notice Periods	5	5.000	100	500.000				
Post Entry Training	4	0.006	75	0.450				
Reorganisations					19	0.374	25	9.350
Efficiency and Cooperation					1	1.000	100	100.000
Amalgamation with New Town Development Corporation (Transfer of Assets)					1	1.000	100	100.000
TOTALS: T				600.450				210.250
TOTALS AS PROPORTIONS				P_3 = 0.652				P_4 = 0.229

Sum of proportions in Trade Union Initiating Modes = $P_1 + P_3$ = 0.771 : Percentage 77.1

Sum of proportions in Management Initiating Modes = $P_2 + P_4$ = 0.229 : Percentage 22.9

LOCAL AUTHORITY BRANCH 1: ACTIVISTS
DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	Initiator: Trade Union — Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S	Initiator: Management — Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S
Regrading Claims	12	0.019	75	1.425				
Hours of Work and Leave Entitlement	1	0.083	50	4.150				
Individual Grievances	9	0.014	75	1.050				
New Technology Application	1	1.000	100	100.000				
Health and Safety	3	0.192	50	9.600				
TOTALS: T				116.225				0
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				$P_1 =$ 0.124				$P_2 =$ 0

RESERVED ISSUES

CASE OR ISSUE TYPE	Initiator: Trade Union — Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S	Initiator: Management — Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S
Discipline and Conduct	1	1.000	100	100.000	6	0.009	75	0.675
Appointment, Promotion and Notice Periods	5	5.000	100	500.000				
Post Entry Training	4	0.006	75	0.450				
Reorganisations					19	0.374	50	18.700
Efficiency and Cooperation					1	1.000	100	100.000
Amalgamation with New Town Development Corporation (Transfer of Assets)					1	1.000	100	100.000
TOTALS: T				600.450				219.375
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				$P_3 =$ 0.642				$P_4 =$ 0.234

Sum of proportions in Trade Union Initiating Modes $= P_1 + P_3 = 0.766$: Percentage 76.6
Sum of proportions in Management Initiating Modes $= P_2 + P_4 = 0.234$: Percentage 23.4

LOCAL AUTHORITY BRANCH 2: NON-ACTIVISTS
DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	INITIATOR OF CASE OR ISSUE: TRADE UNION				INITIATOR OF CASE OR ISSUE: MANAGEMENT			
	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S
Regrading Claims	20	0.049	75	3.675				
Individual Grievances	11	0.027	75	2.025				
New Technology Introduction	1	1.000	100	100.000				
Health and Safety	1	1.000	100	100.000				
TOTALS: T				205.700				0
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				$P_1 =$ 0.492				$P_2 =$ 0

RESERVED ISSUES

CASE OR ISSUE TYPE	INITIATOR OF CASE OR ISSUE: TRADE UNION				INITIATOR OF CASE OR ISSUE: MANAGEMENT			
	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S	Number of Cases N	Proportion of Branch Involved P	Salience Rating S	Salience Weighted Proportion P X S
Discipline and Conduct					4	0.010	75	0.750
Reorganisation and Redeployments					6	0.165	25	4.125
Hours of Work and Leave Entitlement					1	0.299	25	7.475
Security of Employment and Redundancy	1	1.000	100	100.000				
Amalgamation with New Town Development Corporation (Transfer of Assets)					1	1.000	100	100.000
TOTALS: T				100.000				112.350
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				$P_3 =$ 0.239				$P_4 =$ 0.269

Sum of proportions in Trade Union Initiating Modes $= P_1 + P_3 = 0.731$: Percentage 73.1
Sum of proportions in Management Initiating Modes $= P_2 + P_4 = 0.269$: Percentage 26.9

LOCAL AUTHORITY BRANCH 2: ACTIVISTS

DERIVATION OF SALIENCE WEIGHTED PROPORTIONS OF BRANCH ACTION

NEGOTIABLE ISSUES

CASE OR ISSUE TYPE	Initiator: Trade Union — Number of Cases N	Trade Union — Proportion of Branch Involved P	Trade Union — Salience Rating S	Trade Union — Salience Weighted Proportion P X S	Initiator: Management — Number of Cases N	Management — Proportion of Branch Involved P	Management — Salience Rating S	Management — Salience Weighted Proportion P X S
Regrading Claims	20	0.049	100	4.900				
Individual Grievances	11	0.027	100	2.700				
New Technology Introduction	1	1.000	75	75.000				
Health and Safety	1	1.000	75	75.000				
TOTALS: T				157.600				0
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY $P = \frac{T}{\Sigma T}$				P_1 = 0.475				P_2 = 0

RESERVED ISSUES

CASE OR ISSUE TYPE	Initiator: Trade Union — Number of Cases N	Trade Union — Proportion of Branch Involved P	Trade Union — Salience Rating S	Trade Union — Salience Weighted Proportion P X S	Initiator: Management — Number of Cases N	Management — Proportion of Branch Involved P	Management — Salience Rating S	Management — Salience Weighted Proportion P X S
Discipline and Conduct					4	0.010	100	1.000
Reorganisation and Redeployments					6	0.165	50	8.250
Hours of Work and Leave Entitlement					1	0.299	50	14.950
Security of Employment and Redundancy	1	1.000	75	75.000				
Amalgamation with New Town Development Corporation (Transfer of Assets)					1	1.000	75	75.000
TOTALS: T				75.000				99.200
TOTALS AS PROPORTIONS OF ALL JOB REGULATION ACTIVITY				P_3 = 0.226				P_4 = 0.299

Sum of proportions in Trade Union Initiating Modes = $P_1 + P_3$ = 0.701 : Percentage 70.1

Sum of proportions in Management Initiating Modes = $P_2 + P_4$ = 0.299 : Percentage 29.9

EXPECTATIONS OF WORK - COMPARISON OF BRANCH SAMPLES: NON-ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N = 121		ELECTRICITY BRANCH N = 93		LOCAL AUTHORITY BRANCH 1 N = 121		LOCAL AUTHORITY BRANCH 2 N = 72		DIFFERENCES BETWEEN BRANCHES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MIN.	MAX.
Work as a source of social mobility	6.542	1.591	6.164	1.560	6.486	1.711	6.139	1.598	15.84 df=9	N/S	2	10
Expectation of intrinsic satisfactions	5.080	1.801	4.432	1.803	4.933	1.780	4.502	1.700	12.40 df=9	N/S	2	10
Expectation of extrinsic satisfactions	6.631	1.708	5.682	1.704	6.208	1.722	5.650	1.677	29.24 df=6	xxx	2	10
Expectation of freedom from supervision	5.900	1.848	5.571	1.538	5.880	1.902	5.474	1.638	18.56 df=9	x	2	10
TOTAL SCALE (Sum of Dimensions)	24.153	4.222	21.849	4.507	23.505	4.191	21.765	4.169	48.38 df=9	xxx	8	40

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level

EXPECTATIONS OF WORK - COMPARISON OF BRANCH SAMPLES: ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N = 18		ELECTRICITY BRANCH N = 13		LOCAL AUTHORITY BRANCH 1 N = 25		LOCAL AUTHORITY BRANCH 2 N = 20		DIFFERENCES BETWEEN BRANCHES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance
Work as a source of social mobility	6.221	1.822	5.920	2.018	6.558	1.531	6.252	1.738	2.53 df=9	N/S
Expectation of intrinsic satisfactions	4.109	1.610	5.148	1.069	5.002	2.120	5.300	2.081	13.35 df=6	x
Expectation of extrinsic satisfactions	7.218	1.483	5.312	1.320	6.437	1.448	6.598	1.499	4.72 df=3	N/S
Expectation of freedom from supervision	5.722	2.018	5.232	1.637	5.563	1.708	6.453	2.142	12.87 df=9	N/S
TOTAL SCALE (Sum of Dimensions)	23.270	4.658	21.612	3.251	23.560	3.803	24.603	4.723	1.50 df=6	N/S

POSSIBLE SCORES	
MIN.	MAX.
2	10
2	10
2	10
2	10
8	40

N/S Not statistically significant at P <.05 level
x Statistically significant at P <.05 level

GAS BRANCH

EXPECTATIONS OF WORK: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 121		ACTIVISTS N = 18		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MINIMUM	MAXIMUM
Work as a source of social mobility	6.542	1.591	6.221	1.822	4.31 df=3	N/S	2	10
Expectation of intrinsic satisfactions	5.080	1.801	4.109	1.610	5.13 df=2	N/S	2	10
Expectation of extrinsic satisfactions	6.631	1.708	7.218	1.483	3.37 df=2	N/S	2	10
Expectation of freedom from supervision	5.900	1.848	5.722	2.018	0.58 df=3	N/S	2	10
TOTAL SCALE (Sum of Dimensions)	24.153	4.222	23.270	4.658	1.62 df=3	N/S	8	40

N/S Not statistically significant at $P < .05$ level

ELECTRICITY BRANCH
EXPECTATIONS OF WORK: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 93		ACTIVISTS N = 13		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif-icance	MINIMUM	MAXIMUM
Work as a source of social mobility	6.164	1.560	5.920	2.018	0.94 df=3	N/S	2	10
Expectation of intrinsic satisfactions	4.432	1.803	5.148	1.069	7.12 df=2	x	2	10
Expectation of extrinsic satisfactions	5.682	1.704	5.312	1.320	0.07 df=1	N/S	2	10
Expectation of freedom from supervision	5.571	1.538	5.232	1.637	1.96 df=3	N/S	2	10
TOTAL SCALE (Sum of Dimensions)	21.849	4.507	21.612	3.251	2.28 df=2	N/S	8	40

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level

LOCAL AUTHORITY BRANCH 1

EXPECTATIONS OF WORK: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 121		ACTIVISTS N = 25		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	χ^2	Significance	MINIMUM	MAXIMUM
Work as a source of social mobility	6.486	1.711	6.558	1.531	0.16 df=2	N/S	2	10
Expectation of intrinsic satisfactions	4.933	1.780	5.002	2.120	9.78 df=2	xx	2	10
Expectation of extrinsic satisfactions	6.208	1.722	6.437	1.488	1.03 df=2	N/S	2	10
Expectation of freedom from supervision	5.880	1.902	5.563	1.708	2.49 df=2	N/S	2	10
TOTAL SCALE (Sum of Dimensions)	23.505	4.191	23.560	3.803	2.33 df=3	N/S	8	40

N/S Not statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

LOCAL AUTHORITY BRANCH 2

EXPECTATIONS OF WORK: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 72		ACTIVISTS N = 20		DIFFERENCES BETWEEN SAMPLES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance
Work as a source of social mobility	6.139	1.598	6.252	1.738	4.43 df=7	N/S
Expectation of intrinsic satisfactions	4.502	1.700	5.300	2.081	1.15 df=2	N/S
Expectation of extrinsic satisfactions	5.650	1.677	6.598	1.499	7.78 df=2	x
Expectation of freedom from supervision	5.474	1.638	6.453	2.142	10.81 df=2	xx
TOTAL SCALE (Sum of Dimensions)	21.765	4.169	24.603	4.723	4.42 df=2	N/S

POSSIBLE SCORES	
MINIMUM	MAXIMUM
2	10
2	10
2	10
2	10
8	40

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level

ATTITUDES TO WORK EXPERIENCE - COMPARISON OF BRANCH SAMPLES: NON-ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N= 121		ELECTRICITY BRANCH N = 93		LOCAL AUTHORITY BRANCH 1 = 121		LOCAL AUTHORITY BRANCH 2 = 72		DIFFERENCES BETWEEN BRANCHES		POSSIBLE SCORES	
	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	χ^2	SIGNIF-ICANCE	MIN.	MAX.
Receipt of social mobility prospects	7.552	2.423	7.660	2.921	8.091	2.311	7.430	2.844	28.94 df=3	xxx	3	15
Receipt of intrinsic satisfactions	13.448	3.531	12.412	3.710	13.697	3.229	11.848	3.602	49.52 df=6	xxx	4	20
Receipt of extrinsic satisfactions	10.164	1.942	10.546	2.533	9.111	2.530	10.401	2.168	35.85 df=6	xxx	3	15
Commitment to remaining with employer	9.268	2.990	11.241	3.091	11.553	3.119	11.057	3.400	4.83 df=6	N/S	3	15
Fairness of management/ supervision	12.847	3.588	12.307	3.397	13.177	3.651	11.829	3.868	8.82 df=3	N/S	4	20
Trustworthiness of management/supervision	9.261	2.522	8.841	2.653	9.276	2.757	8.651	2.720	56.29 df=3	xxx	3	15
TOTAL SCALE (Sum of Dimensions)	62.540	12.122	63.017	13.733	64.905	12.748	61.216	14.611	5.15 df=9	N/S	20	100
ATTITUDES TO MANAGEMENT (Sum of fairness and trustworthiness	22.108	5.468	21.148	5.572	22.453	5.790	20.480	5.961	9.38 df=9	N/S	7	35

N/S Not statistically significant at P < .05 level
xxx Statistically significant at P < .001 level

ATTITUDES TO WORK EXPERIENCE - COMPARISON OF BRANCH SAMPLES: ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N= 18		ELECTRICITY BRANCH N = 13		LOCAL AUTHORITY BRANCH 1 = 25		LOCAL AUTHORITY BRANCH 2 = 20		DIFFERENCES BETWEEN BRANCHES		POSSIBLE SCORES	
	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	MEAN SCORE	STANDARD DEVIATION	χ^2	SIGNIF-ICANCE	MIN.	MAX.
Receipt of social mobility prospects	7.001	2.168	7.691	1.898	8.760	2.202	8.251	2.362	6.53 df=3	N/S	3	15
Receipt of intrinsic satisfactions	13.333	3.069	10.617	2.527	15.003	3.381	13.358	2.618	17.31 df=6	xx	4	20
Receipt of extrinsic satisfactions	9.778	2.462	10.694	2.433	10.278	2.786	10.150	1.691	13.47 df=6	x	3	15
Commitment to remaining with employer	11.216	3.813	9.391	2.626	12.480	2.661	10.801	3.859	11.23 df=6	N/S	3	15
Fairness of management/ supervision	12.498	2.980	10.689	2.321	13.719	2.733	12.748	3.609	10.25 df=3	x	4	20
Trustworthiness of management/supervision	9.389	2.568	8.003	1.777	9.683	7.800	8.703	2.811	10.92 df=3	x	3	15
TOTAL SCALE (Sum of Dimensions)	63.215	12.402	57.085	9.468	69.923	12.338	64.011	11.252	22.46 df=9	xx	20	100
ATTITUDES TO MANAGEMENT (Sum of fairness and trustworthiness	21.887	5.249	18.692	3.727	23.402	4.972	21.451	5.843	9.64 df=9	N/S	7	35

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level

Appendix S21.3

GAS BRANCH

ATTITUDES TO WORK EXPERIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON- ACTIVISTS N = 121		ACTIVISTS N = 18		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif-icance	MINIMUM	MAXIMUM
Receipt of Social mobility prospects	7.552	2.423	7.001	2.168	0.12 df=3	N/S	3	15
Receipt of intrinsic satisfactions	13.448	3.531	13.333	3.069	2.12 df=4	N/S	4	20
Receipt of extrinsic satisfactions	10.164	1.942	9.778	2.462	29.27 df=3	xxx	3	15
Commitment to remaining with employer	9.268	2.990	11.216	3.813	2.28 df=2	N/S	3	15
Fairness of management/supervision	12.847	3.588	12.498	2.980	0.42 df=2	N/S	4	20
Trustworthiness of management/supervision	9.261	2.522	9.389	2.586	1.28 df=1	N/S	3	15
TOTAL SCALE (Sum of dimensions)	62.540	12.122	63.215	12.402	4.55 df=3	N/S	20	100
ATTITUDES TO MANAGEMENT (Sum of fairness and trustworthiness)	22.108	5.468	21.887	5.249	1.59 df=4	N/S	7	35

N/S Not statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level

ELECTRICITY BRANCH

ATTITUDES TO WORK EXPERIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON- ACTIVISTS N = 93		ACTIVISTS N = 13		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MINIMUM	MAXIMUM
Receipt of Social mobility prospects	7.660	2.921	7.691	1.898	0.69 df=1	N/S	3	15
Receipt of intrinsic satisfactions	12.412	3.710	10.617	2.527	11.62 df=3	x	4	20
Receipt of extrinsic satisfactions	10.546	2.533	10.694	2.433	1.66 df=2	N/S	3	15
Commitment to remaining with employer	11.241	3.091	9.391	2.626	15.22 df=4	xx	3	15
Fairness of management/supervision	12.307	3.397	10.689	2.321	12.11 df=4	x	4	20
Trustworthiness of management/supervision	8.841	2.653	8.003	1.777	7.41 df=3	N/S	3	15
TOTAL SCALE (Sum of dimensions)	63.017	13.733	57.085	9.486	11.72 df=4	x	20	100
ATTITUDES TO MANAGEMENT (Sum of fairness and trustworthiness)	21.148	5.572	18.692	3.727	11.61 df=4	x	7	35

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

LOCAL AUTHORITY BRANCH 1

ATTITUDES TO WORK EXPERIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON- ACTIVISTS N = 121		ACTIVISTS N = 25		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif-icance	MINIMUM	MAXIMUM
Receipt of Social mobility prospects	8.091	2.311	8.760	2.202	1.39 df=3	N/S	3	15
Receipt of intrinsic satisfactions	13.697	3.229	15.003	3.381	2.17 df=3	N/S	4	20
Receipt of extrinsic satisfactions	9.111	2.530	10.278	2.786	10.13 df=3	x	3	15
Commitment to remaining with employer	11.553	3.119	12.480	2.661	1.52 df=2	N/S	3	15
Fairness of management/supervision	13.177	3.651	13.719	2.733	3.60 df=2	N/S	4	20
Trustworthiness of management/supervision	9.276	2.757	9.683	7.800	0.43 df=2	N/S	3	15
TOTAL SCALE (Sum of dimensions)	64.905	12.748	69.923	12.338	6.13 df=3	N/S	20	100
ATTITUDES TO MANAGEMENT (Sum of fairness and trustworthiness)	22.453	5.790	23.402	4.972	0.69 df=3	N/S	7	35

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level

LOCAL AUTHORITY BRANCH 2

ATTITUDES TO WORK EXPERIENCE: COMPARISON OF NON-ACTIVIST AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON- ACTIVISTS N = 72		ACTIVISTS N = 20		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif-icance	MINIMUM	MAXIMUM
Receipt of Social mobility prospects	7.430	2.844	8.251	2.362	5.52 df=2	N/S	3	15
Receipt of intrinsic satisfactions	11.848	3.602	13.358	2.618	9.92 df=2	xx	4	20
Receipt of extrinsic satisfactions	10.401	2.168	10.150	1.691	0.84 df=2	N/S	3	15
Commitment to remaining with employer	11.057	3.400	10.801	3.859	0.04 df=2	N/S	3	15
Fairness of management/supervision	11.829	3.868	12.748	3.609	2.91 df=3	N/S	4	20
Trustworthiness of management/supervision	8.651	2.720	8.703	2.811	0.00 df=2	N/S	3	15
TOTAL SCALE (Sum of dimensions)	61.216	14.611	64.011	11.252	4.45 df=3	N/S	20	100
ATTITUDES TO MANAGEMENT (Sum of fairness and trustworthiness)	20.480	5.961	21.451	5.843	5.60 df=3	N/S	7	35

N/S Not statistically significant at P < .05 level
xx Statistically significant at P < .01 level

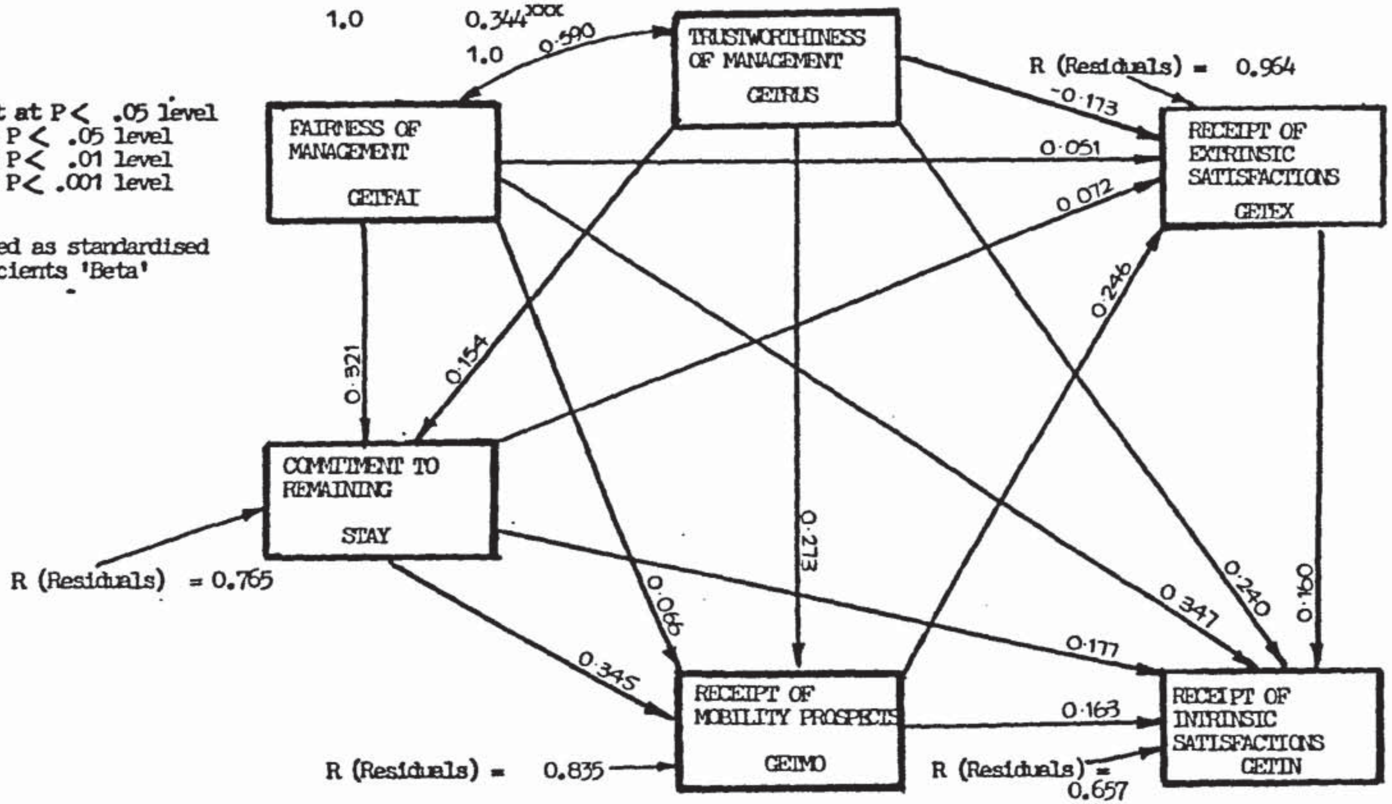
CAS BRANCH, NON-ACTIVISTS: WORK EXPERIENCE – INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.513xxx	0.225x	0.369xxx	0.430xxx	0.466xxx
GETIN		1.0	0.244xx	0.633xxx	0.574xxx	0.502xxx
GETEX			1.0	0.070N/S	-0.012N/S	0.149N/S
GETFAI				1.0	0.590xxx	0.412xxx
GETRUS					1.0	0.344xxx
STAY						1.0

N/S Not statistically significant at P $<$ .05 level
x Statistically significant at P $<$ .05 level
xx Statistically significant at P $<$ .01 level
xxx Statistically significant at P $<$ .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



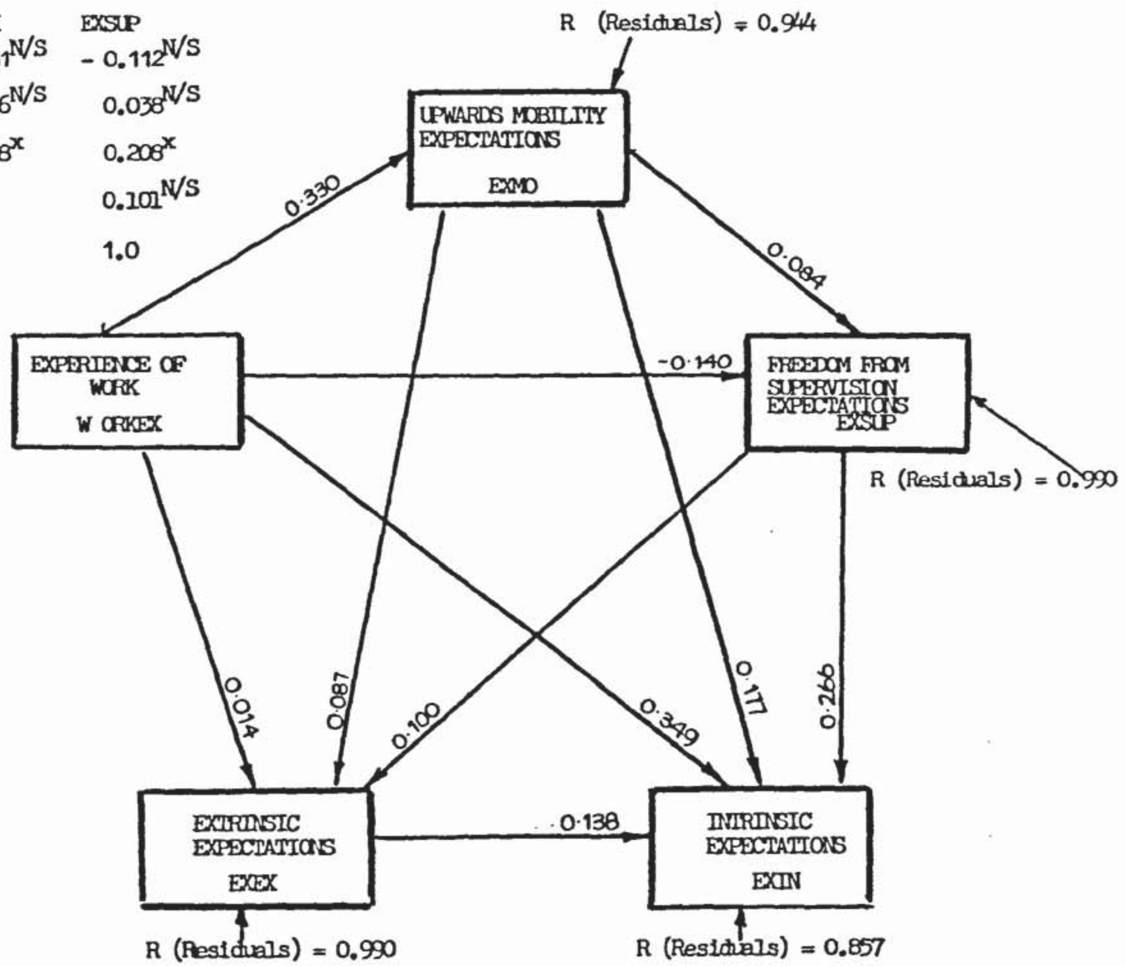
CAS BRANCH NON-ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	0.330 xxx	0.387 xxx	0.031 N/S	- 0.112 N/S
EXMO		1.0	0.314 xxx	0.096 N/S	0.038 N/S
EXIN			1.0	0.188 x	0.208 x
EXEX				1.0	0.101 N/S
					1.0

N/S Not statistically significant at P<.05 level
x Statistically significant at P< .05 level
xxx Statistically significant at P< .001 level

NOTE: Path coefficients expressed as standardised partical regression coefficients 'Beta'.



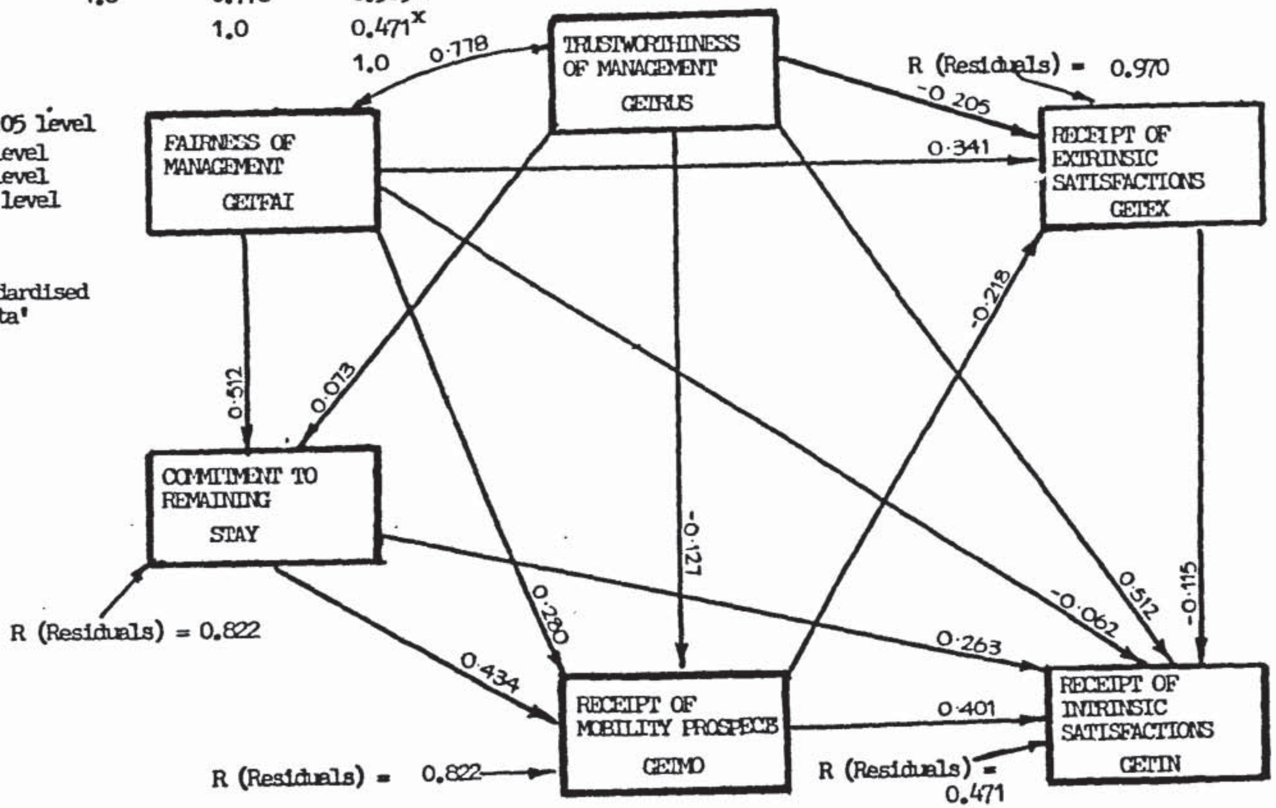
GAS BRANCH, ACTIVISTS: WORK EXPERIENCE - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.681xx	-0.132N/S	0.428N/S	0.295N/S	0.533x
GETIN		1.0	-0.106N/S	0.647xx	0.706xxx	0.652xx
GETEX			1.0	0.089N/S	-0.004N/S	0.262N/S
GETFAI				1.0	0.778xxx	0.569x
GETRUS					1.0	0.471x
STAY						1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



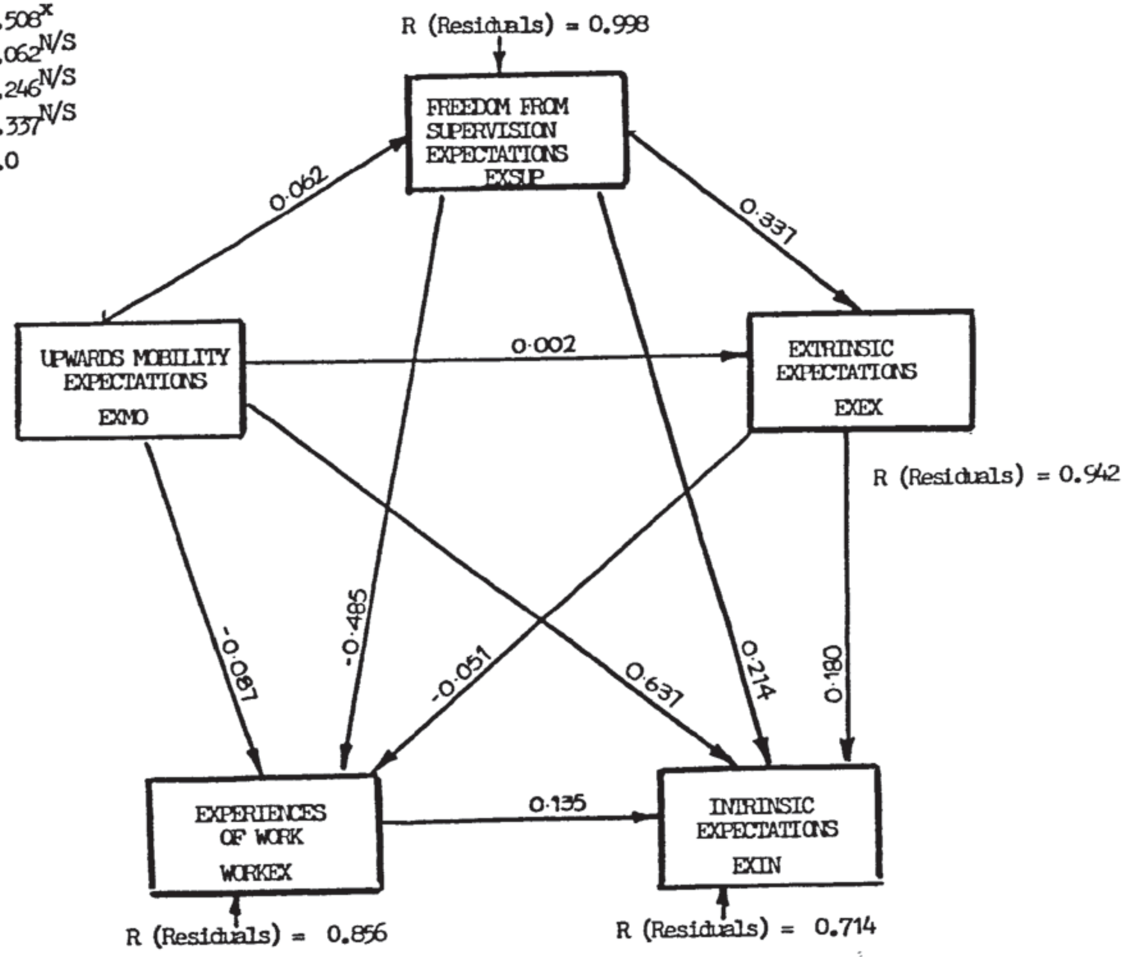
GAS BRANCH ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	$-0.118^{N/S}$	$-0.088^{N/S}$	$-0.216^{N/S}$	-0.508^{x}
EXMO		1.0	0.638^{xx}	$0.023^{N/S}$	$0.062^{N/S}$
EXIN			1.0	$0.237^{N/S}$	$0.246^{N/S}$
EXEX				1.0	$0.337^{N/S}$
EXSUP					1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



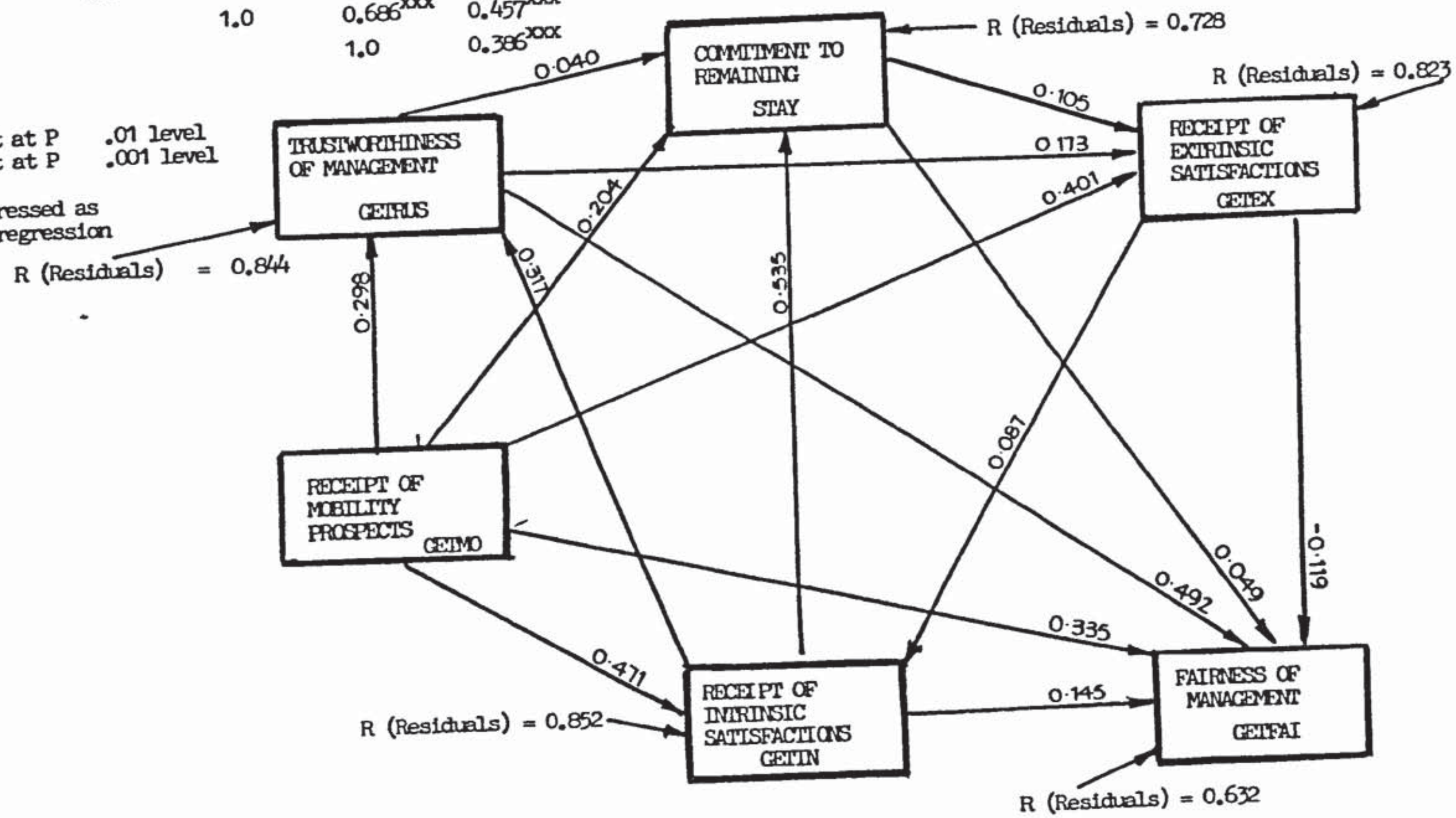
ELECTRICITY BRANCH NON-ACTIVISTS: WORK EXPERIENCE - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.518xxx	0.533xxx	0.599xxx	0.462xxx	0.499xxx
GETIN		1.0	0.338xxx	0.542xxx	0.471xxx	0.659xxx
GETEX			1.0	0.323xx	0.399xxx	0.372xxx
GETFAI				1.0	0.686xxx	0.457xxx
STAY					1.0	0.386xxx

xx Statistically significant at P .01 level
xxx Statistically significant at P .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



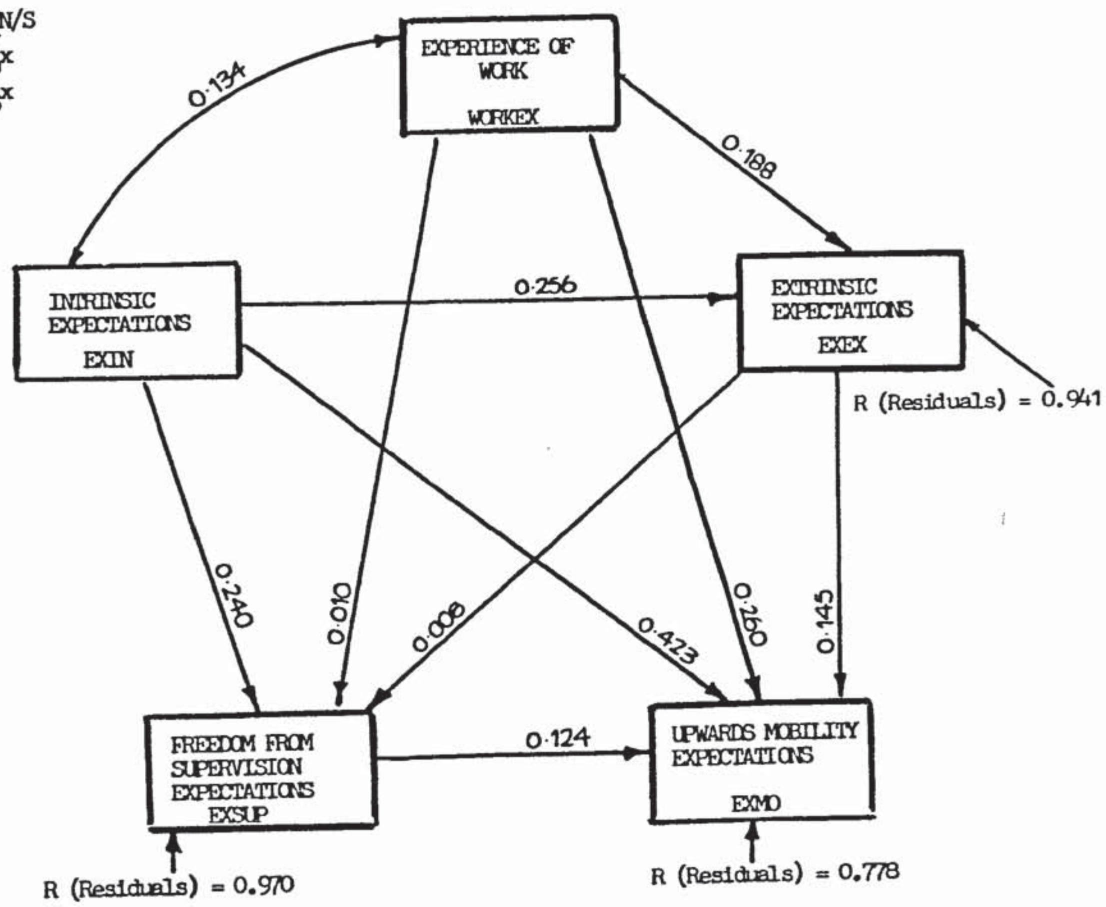
ELECTRICITY BRANCH, NON-ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	0.354^{xxx}	$0.134^{N/S}$	0.222^{x}	$0.044^{N/S}$
EXMO		1.0	0.529^{xxx}	0.331^{***}	0.250^{x}
EXIN			1.0	0.281^{xx}	0.243^{x}
EXSUP					1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



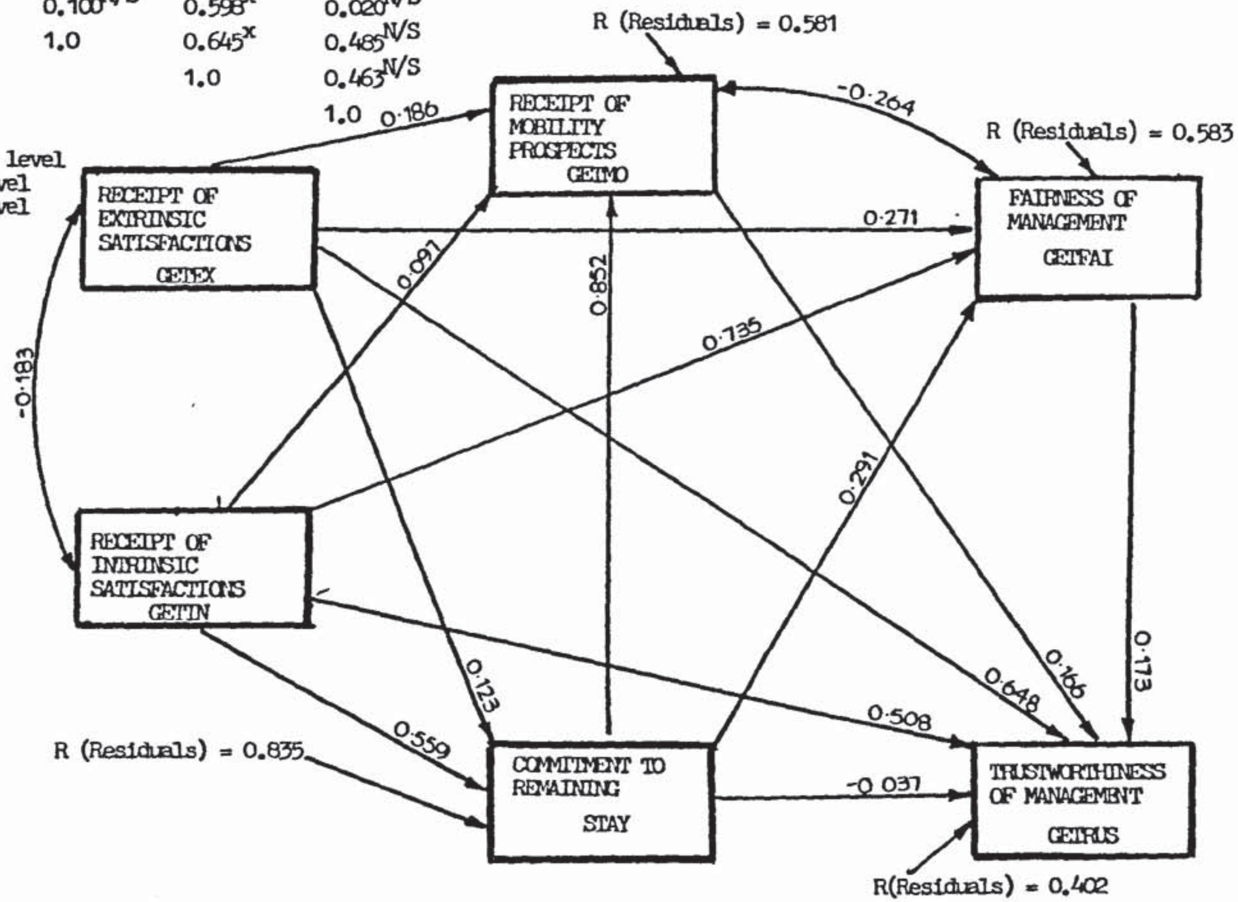
ELECTRICITY BRANCH ACTIVISTS: WORK EXPERIENCE - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.322 N/S	0.159 N/S	0.243 N/S	0.447 N/S	0.781 xx
GETIN		1.0	-0.183 N/S	0.757 xx	0.554 x	0.536 x
GETEX			1.0	0.100 N/S	0.598 x	0.020 N/S
GETFAI				1.0	0.645 x	0.485 N/S
GETRUS					1.0	0.463 N/S
STAY						1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



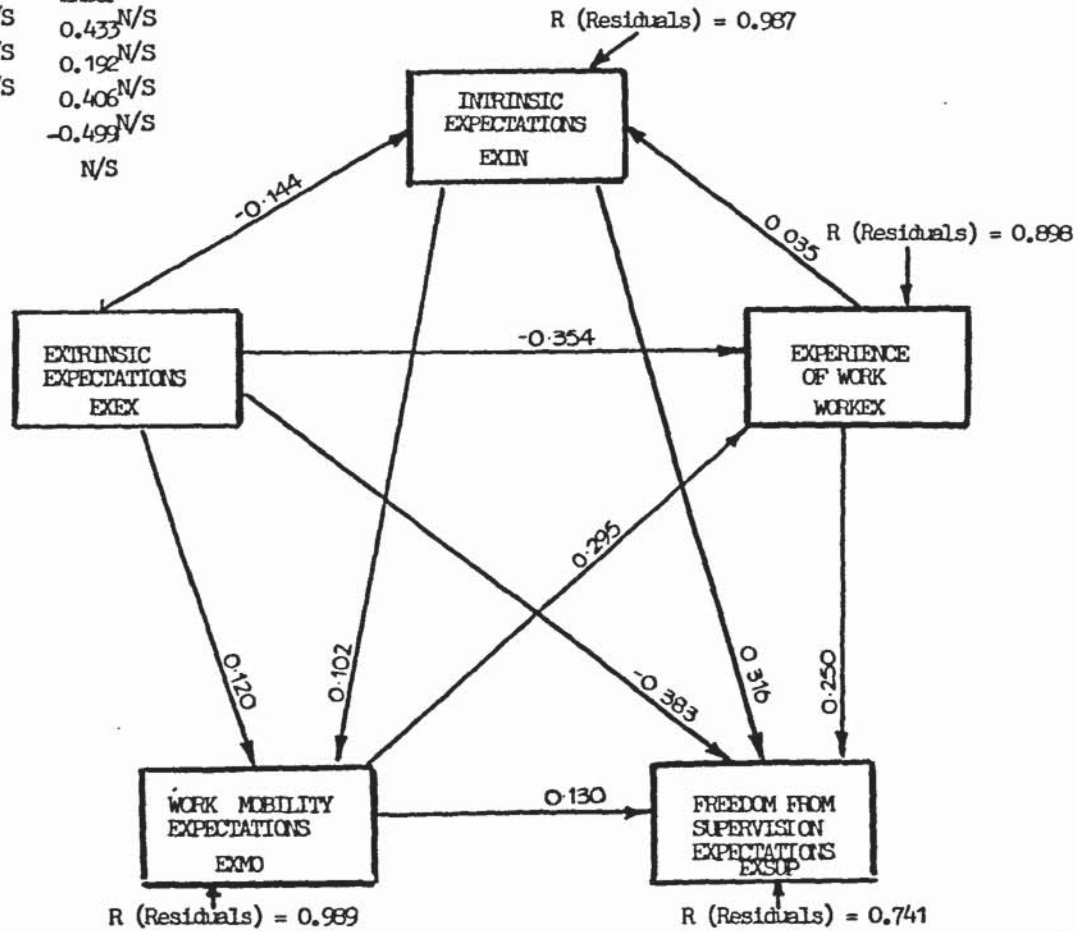
ELECTRICITY BRANCH, ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	0.262 N/S	0.087 N/S	-0.323 N/S	0.433 N/S
EXMO		1.0	0.083 N/S	0.104 N/S	0.192 N/S
EXIN			1.0	-0.155 N/S	0.406 N/S
EXEX				1.0	-0.499 N/S
EXSUP					N/S

N/S Not statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



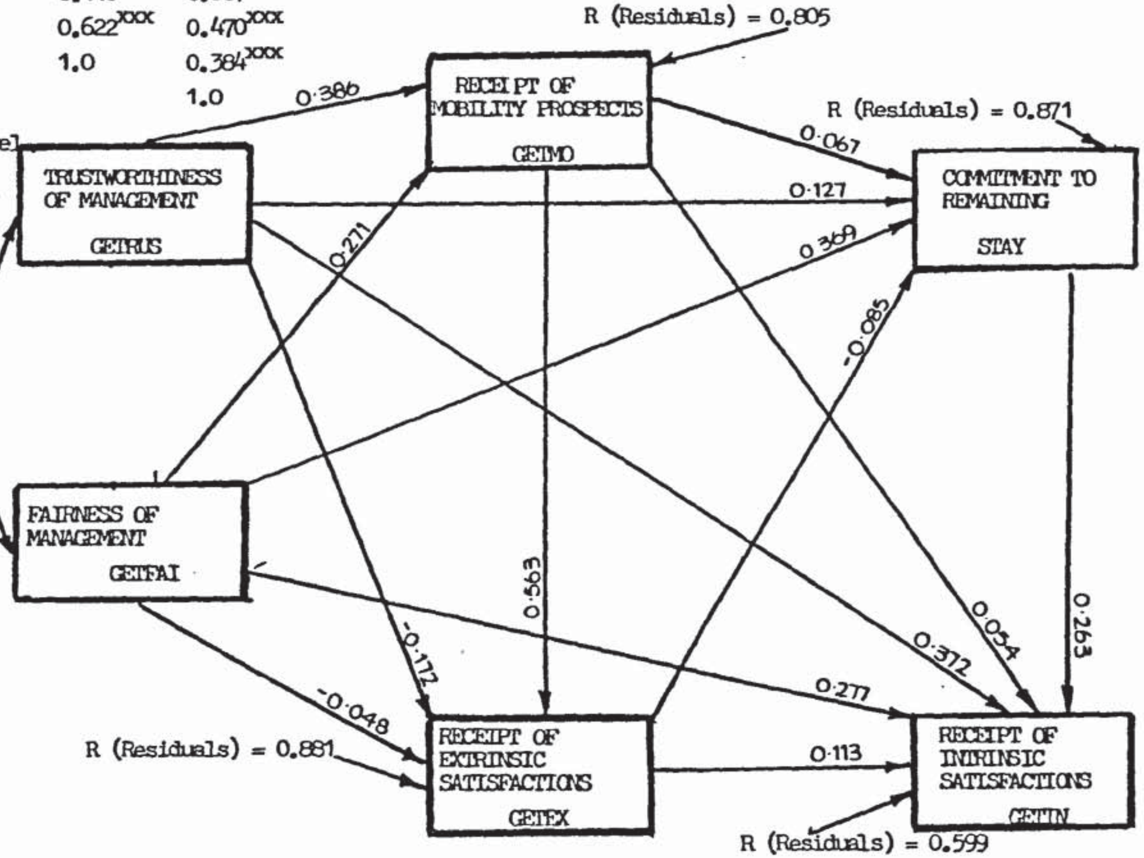
LOCAL AUTHORITY BRANCH 1, NON-ACTIVISTS: WORK EXPERIENCE - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.527^{xxx}	0.443^{xxx}	0.510^{xxx}	0.554^{xxx}	0.287^{xxx}
GETIN		1.0	0.217^{xx}	0.675^{xxx}	0.688^{xxx}	0.552^{xxx}
GETEX			1.0	0.133$^{N/S}$	0.110$^{N/S}$	0.007$^{N/S}$
GETFAI				1.0	0.622^{xxx}	0.470^{xxx}
GETRUS					1.0	0.384^{xxx}
STAY						1.0

N/S Not statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



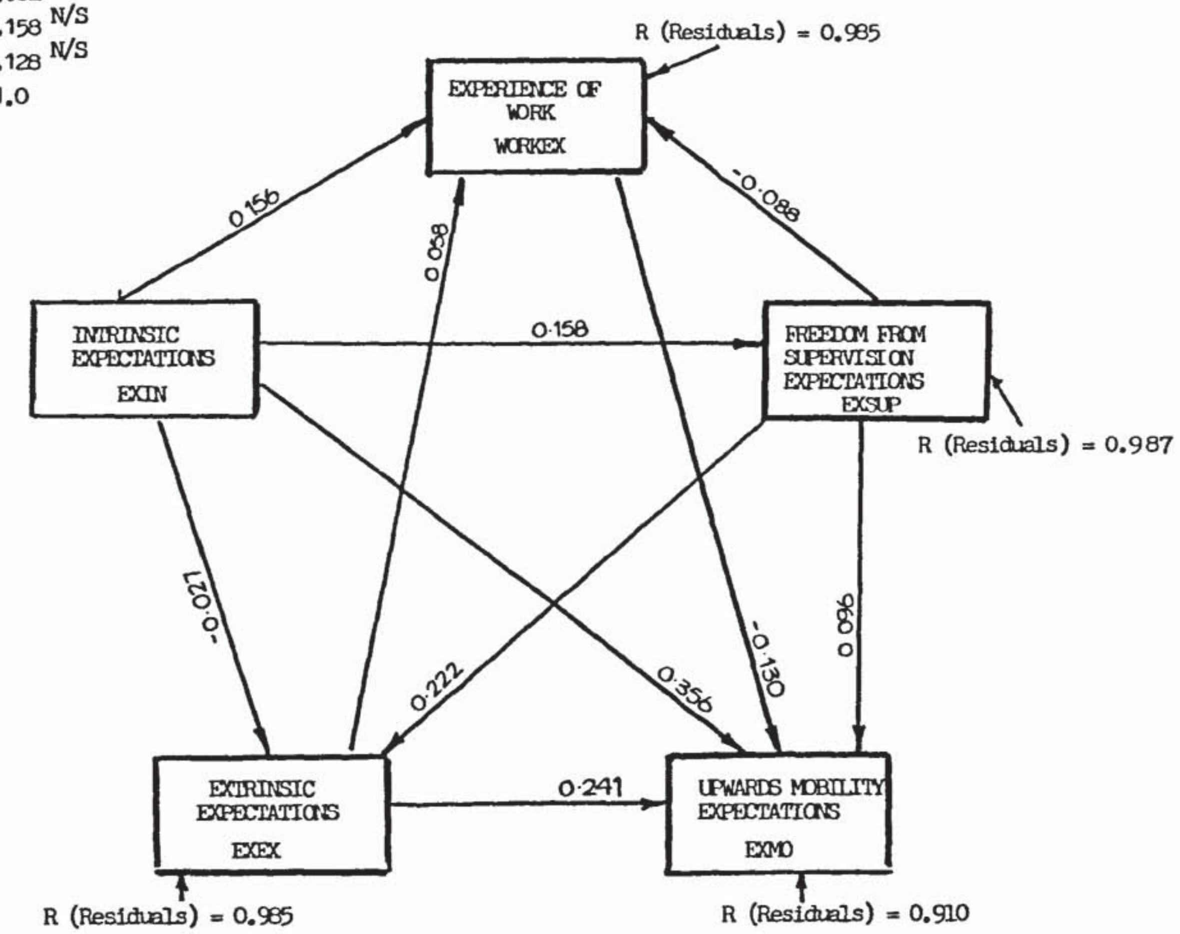
LOCAL AUTHORITY BRANCH 1, NON-ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	-0.064 N/S	0.141 N/S	0.042 N/S	- 0.055 N/S
EXMO		1.0	0.316 xxx	0.213 x	-0.002 N/S
EXIN			1.0	-0.027 N/S	0.158 N/S
EXEX				1.0	0.128 N/S
EXSUP					1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



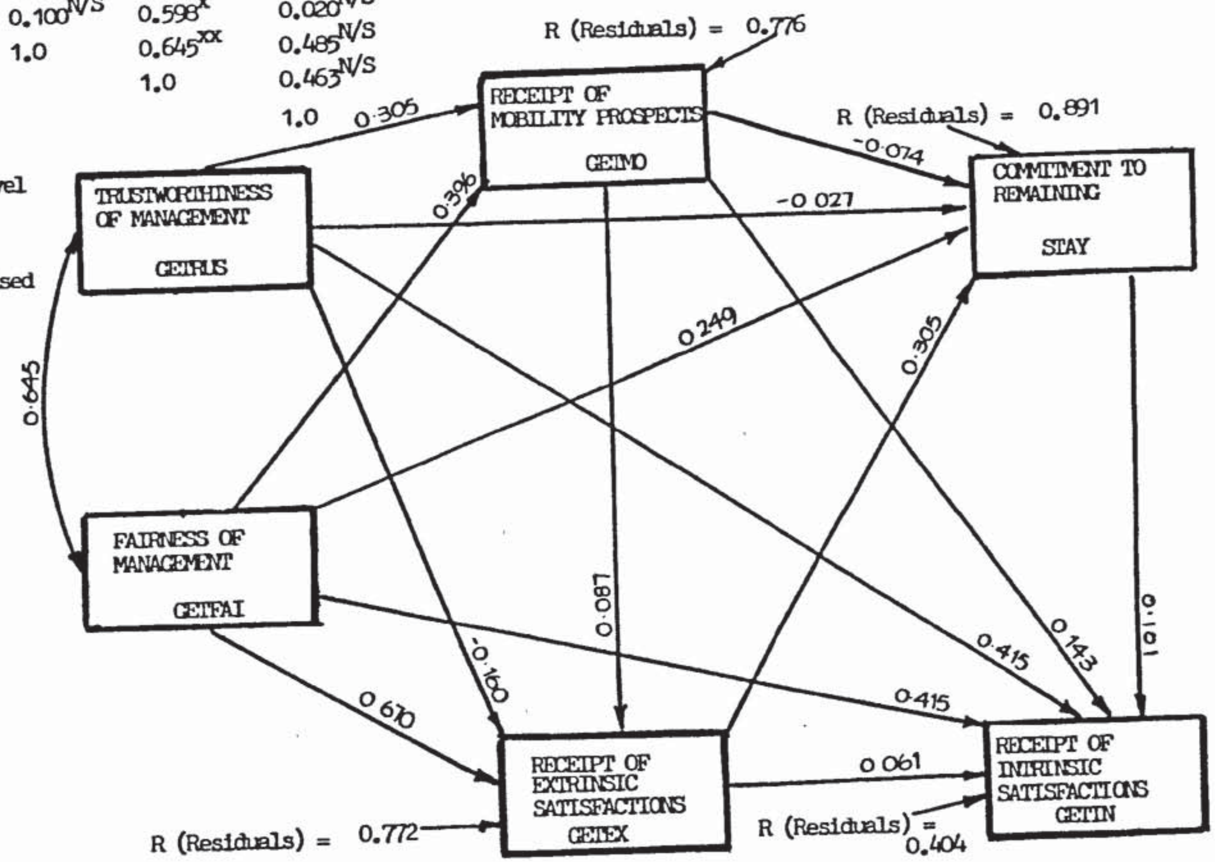
LOCAL AUTHORITY BRANCH 1, ACTIVISTS: WORK EXPERIENCE - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.322 N/S	0.159 N/S	0.243 N/S	0.447 N/S	0.781 xx
GETIN		1.0	-0.183 N/S	0.757 xx	0.554 x	0.536 N/S
GETEX			1.0	0.100 N/S	0.598 x	0.020 N/S
GETFAI				1.0	0.645 xx	0.485 N/S
GETRUS					1.0	0.463 N/S
STAY						1.0

N/S Not statistically significant at P $<$ .05 level
x Statistically significant at P $<$ .05 level
xx Statistically significant at P $<$ .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



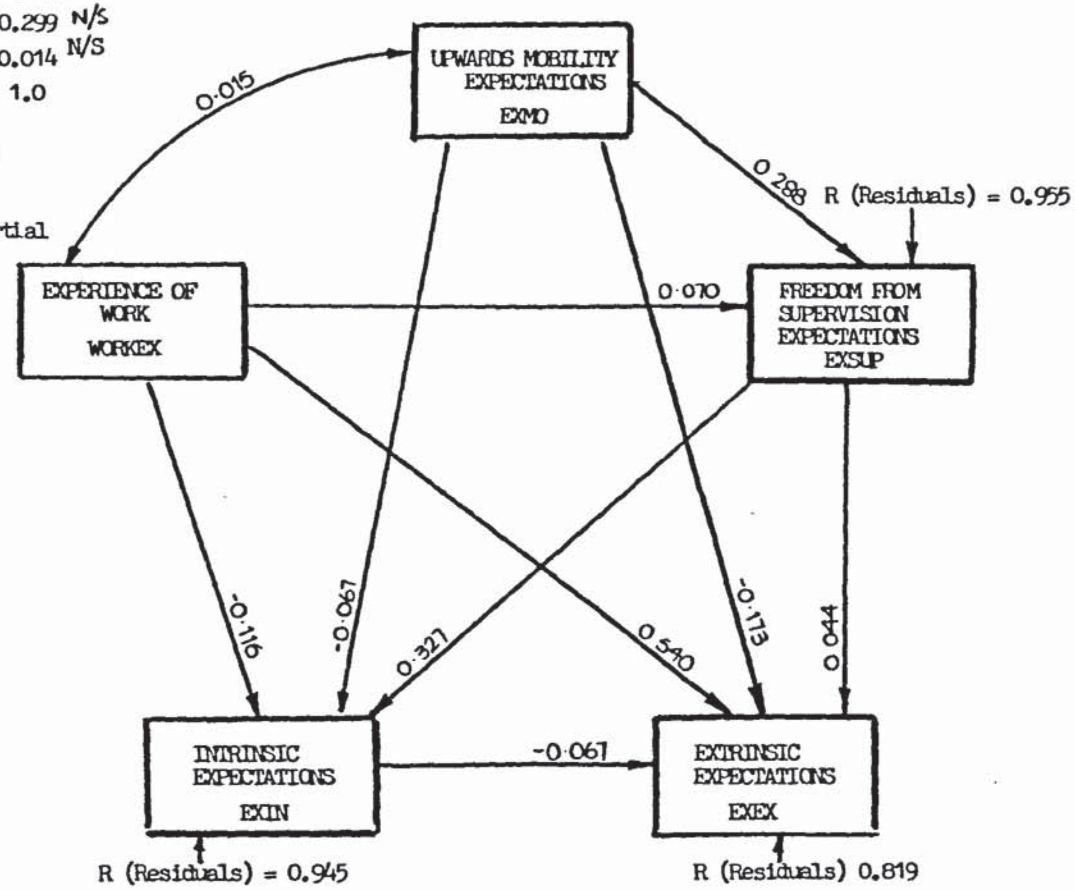
LOCAL AUTHORITY BRANCH 1, ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	0.015 N/S	-0.093 N/S	0.547 xx	0.075 N/S
EXMO		1.0	0.026 N/S	-0.154 N/S	0.289 N/S
EXIN			1.0	-0.109 N/S	0.299 N/S
EXEX				1.0	0.014 N/S
EXSUP					1.0

N/S Not statistically significant at P < .05 level
xx Statistically significant at P < .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



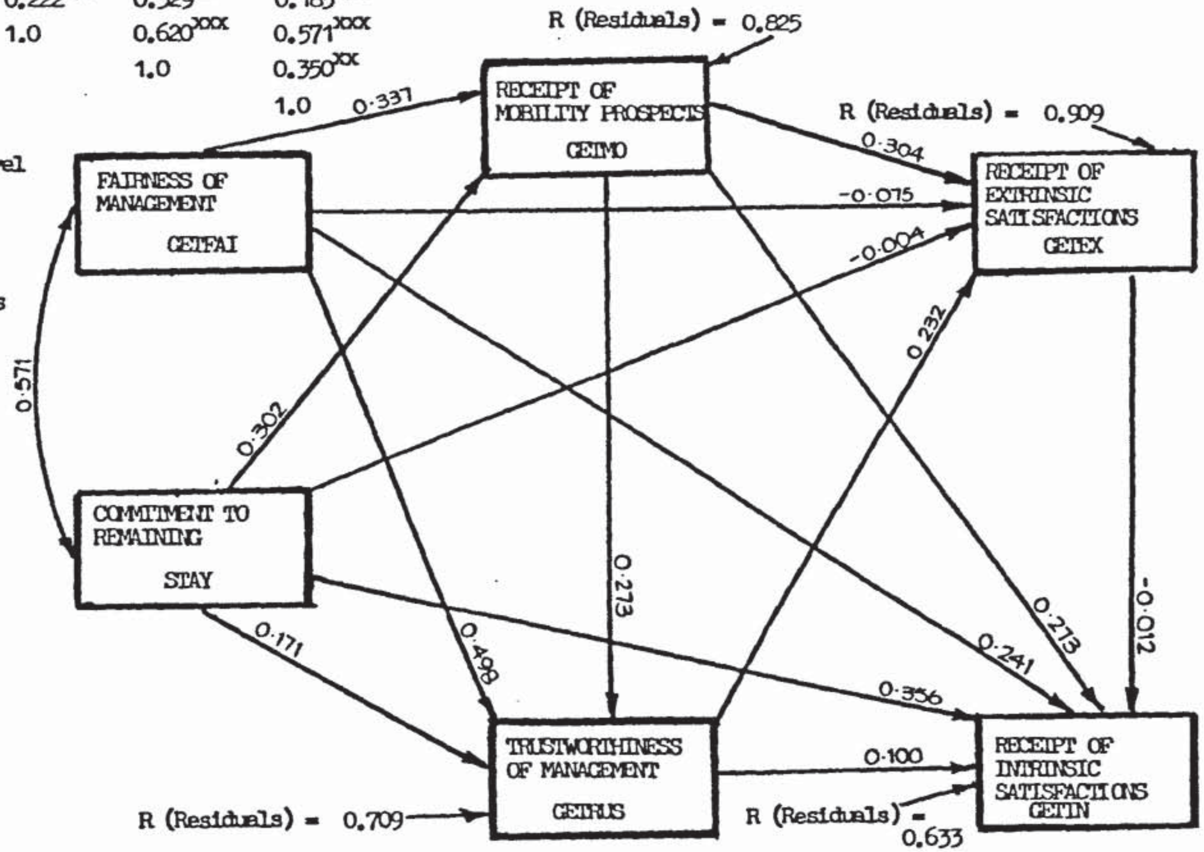
LOCAL AUTHORITY BRANCH 2, NON-ACTIVISTS: WORK EXPERIENCE - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.612xxx	0.374xxx	0.509xxx	0.474xxx	0.494xxx
GETIN		1.0	0.241x	0.640xxx	0.495xxx	0.659xxx
GETEX			1.0	0.222N/S	0.329xx	0.185N/S
GETFAI				1.0	0.620xxx	0.571xxx
GETRUS					1.0	0.350xx
STAY						1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



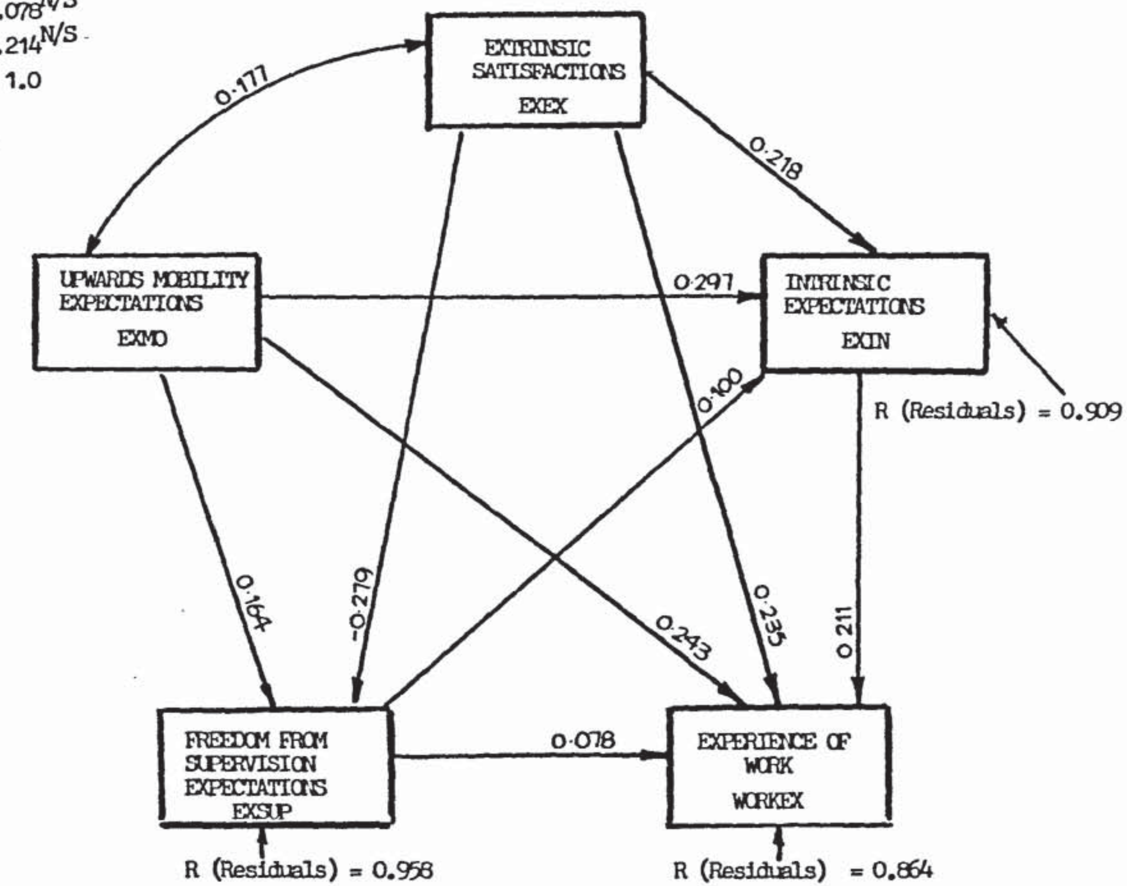
LOCAL AUTHORITY BRANCH 2, NON-ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	0.263^{x}	0.126$^{N/S}$	0.150$^{N/S}$	-0.136$^{N/S}$
EXMO		1.0	0.346^{xx}	0.177$^{N/S}$	0.136$^{N/S}$
EXIN			1.0	0.285^{x}	0.078$^{N/S}$
EXEX				1.0	-0.214$^{N/S}$
EXSUP					1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



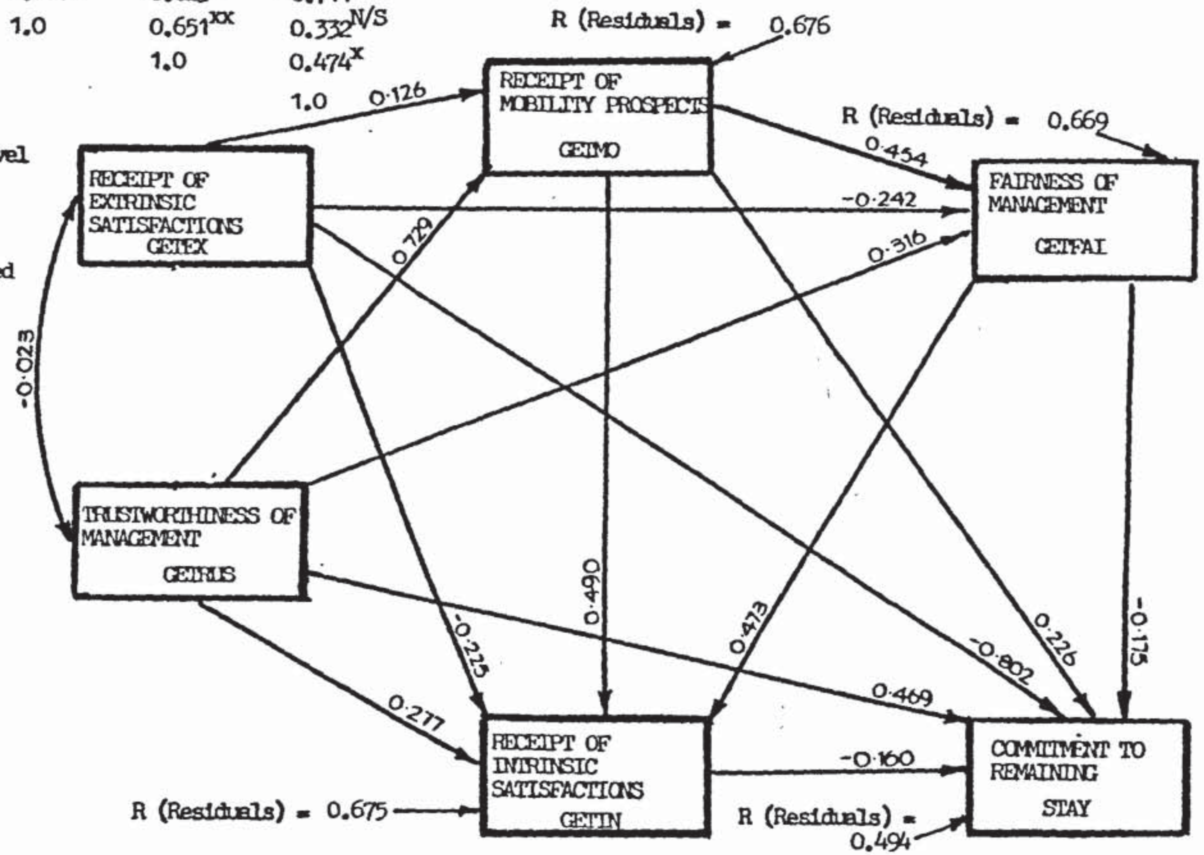
LOCAL AUTHORITY BRANCH 2, ACTIVISTS: WORK EXPERIENCE - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETMO	GETIN	GETEX	GETFAI	GETRUS	STAY
GETMO	1.0	0.575 xx	0.109 N/S	0.656 xx	0.726 xxx	0.272 N/S
GETIN		1.0	-0.260 N/S	0.660 xx	0.392 N/S	0.246 N/S
GETEX			1.0	0.200 N/S	-0.023 N/S	-0.711 xxx
GETFAI				1.0	0.651 xx	0.332 N/S
GETRUS					1.0	0.474 x
STAY						1.0

N/S Not statistically significant at P< .05 level
xx Statistically significant at P<.01 level
xxx Statistically significant at P< .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



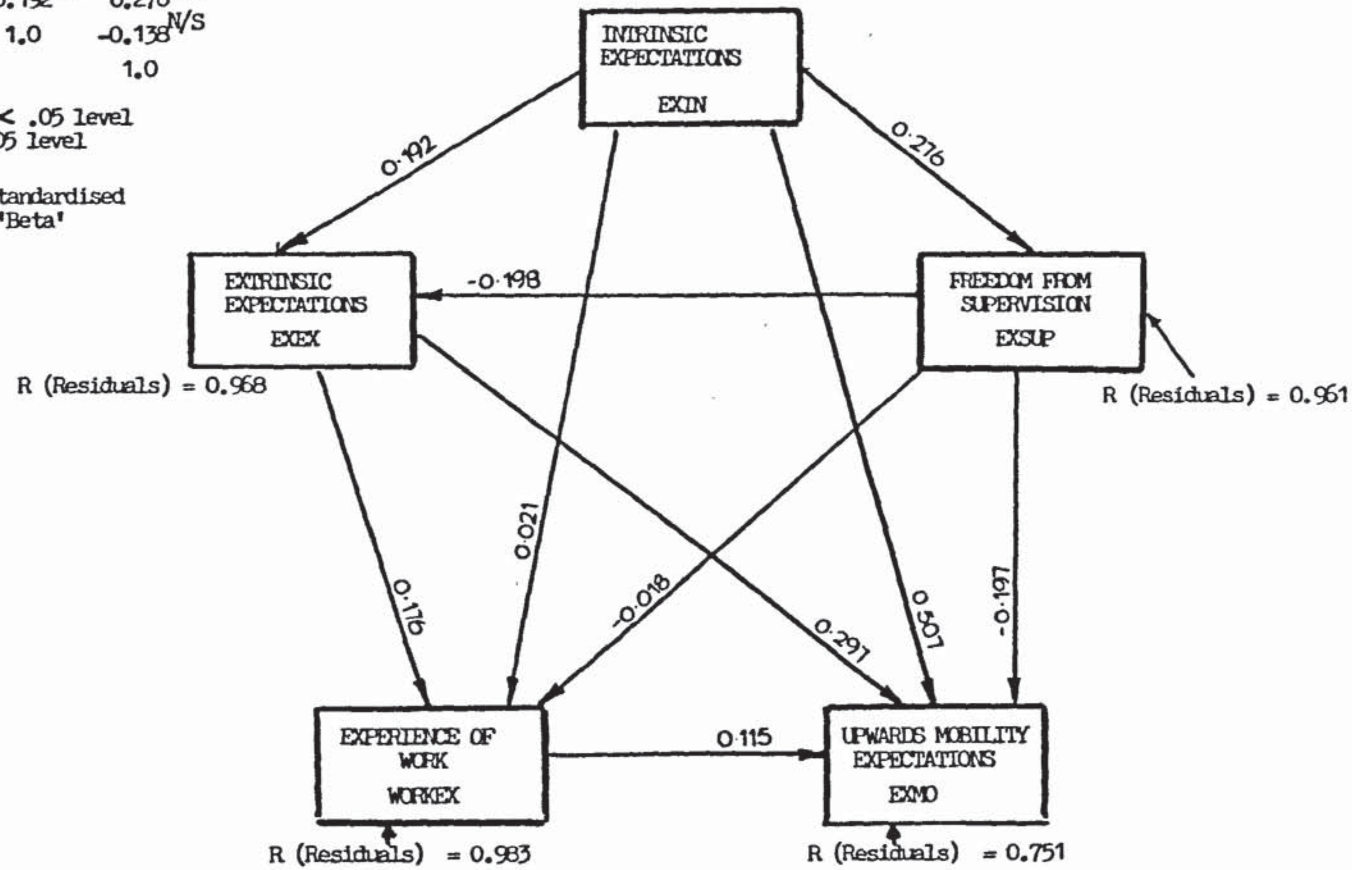
LOCAL AUTHORITY BRANCH 2, ACTIVISTS: WORK EXPECTATIONS AND EXPERIENCE

ZERO ORDER CORRELATION COEFFICIENTS

	WORKEX	EXMO	EXIN	EXEX	EXSUP
WORKEX	1.0	0.202 N/S	0.050 N/S	0.183 N/S	-0.036 N/S
EXMO		1.0	0.515 x	0.443 x	-0.102 N/S
EXIN			1.0	0.192 N/S	0.276 N/S
EXEX				1.0	-0.138 N/S
EXSUP					1.0

N/S Not statistically significant at P< .05 level
x Statistically significant at P< .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



ATTITUDES TO TRADE UNIONS IN GENERAL - COMPARISON OF BRANCH SAMPLES: NON-ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N= 121		ELECTRICITY BRANCH N=93		LOCAL AUTHORITY BRANCH 1 N=121		LOCAL AUTHORITY BRANCH 2 N= 72		DIFFERENCE BETWEEN BRANCHES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MIN.	MAX.
Political activities of trade unions	10.602	4.001	10.811	4.058	11.561	3.892	10.863	5.539	9.36 df=3	N/S	5	25
Trade unions as issue definers	4.357	1.488	4.382	1.341	4.727	1.471	4.608	1.477	4.90 df=3	N/S	2	10
Macro social activities of trade unions	6.572	2.693	6.990	2.678	7.010	1.283	6.781	2.953	4.89 df=6	N/S	3	15
TOTAL SCALE (Sum of dimensions)	21.531	6.908	22.183	7.090	23.298	6.343	22.252	7.958	11.19 df=6	N/S	10	50
Attitude to NALGO as whole	10.432	2.540	11.403	2.720	11.793	2.511	11.033	3.060	7.99 df=3	x	2	20

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level

ATTITUDES TO TRADE UNIONS IN GENERAL – COMPARISON OF BRANCH SAMPLES: ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N= 18		ELECTRICITY BRANCH N= 13		LOCAL AUTHORITY BRANCH 1 N=25		LOCAL AUTHORITY BRANCH 2 N= 20		DIFFERENCE BETWEEN BRANCHES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif-icance	MIN.	MAX.
Political activities of trade unions	11.851	3.303	14.331	6.703	13.682	5.677	13.080	5.143	17.21 df=6	x	5	25
Trade unions as issue definers	5.200	1.881	6.000	1.980	5.559	2.060	5.218	1.063	2.08 df=3	N/S	2	10
Macro social activities of trade unions	7.848	2.410	9.153	3.005	8.937	3.960	8.160	3.222	5.82 df=6	N/S	3	15
TOTAL SCALE (Sum of dimensions)	24.899	6.421	29.484	8.703	28.178	10.632	26.378	9.672	8.69 df=6	N/S	10	50
Attitude to NALGO as whole	12.900	2.590	13.622	2.760	13.078	3.703	13.222	1.961	0.26 df=3	N/S	4	20

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level

GAS BRANCH

ATTITUDES TO TRADE UNIONS IN GENERAL: COMPARISON OF NON-ACTIVISTS AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 121		ACTIVISTS N = 18		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MINIMUM	MAXIMUM
Political activities of trade unions	10.602	4.001	11.851	3.303	13.82 df=2	xx	5	25
Trade unions as issue definers	4.357	1.488	5.200	1.881	1.85 df=1	N/S	2	10
Macro-social activities of trade unions	6.572	2.693	7.848	2.410	12.38 df=2	xx	3	15
TOTAL SCALE (Sum of dimensions)	21.531	6.908	24.899	6.421	17.01 df=2	xxx	10	50
Attitudes to NALGO as whole	10.432	2.540	12.900	2.590	8.83 df=1	xx	4	20

N/S Not statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

ELECTRICITY BRANCH

ATTITUDES TO TRADE UNIONS IN GENERAL: COMPARISON OF NON-ACTIVISTS AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 13		ACTIVISTS N = 93		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MINIMUM	MAXIMUM
Political activities of trade unions	10.811	4.058	14.331	6.702	8.01 df=2	x	5	25
Trade unions as issue definers	4.382	1.341	6.000	1.980	4.43 df=1	x	2	10
Macro-social activities of trade unions	6.990	2.678	9.153	3.005	11.22 df=2	xx	3	15
TOTAL SCALE (Sum of dimensions)	22.183	7.090	29.484	8.703	12.37 df=2	xx	10	50
Attitudes to NALGO as whole	11.403	2.720	13.622	2.760	6.46 df=1	x	4	20

x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level

LOCAL AUTHORITY BRANCH 1

ATTITUDES TO TRADE UNIONS IN GENERAL: COMPARISON OF NON-ACTIVISTS AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 121		ACTIVISTS N = 25		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MINIMUM	MAXIMUM
Political activities of trade unions	11.561	3.892	13.682	5.677	15.19 df=3	xx	5	25
Trade unions as issue definers	4.727	1.471	5.559	2.060	20.81 df=2	xxx	2	10
Macro-social activities of trade unions	7.010	2.283	8.937	3.960	6.15 df=2	x	3	15
TOTAL SCALE (Sum of dimensions)	23.298	6.343	28.178	10.632	15.22 df=2	xxx	10	50
Attitudes to NALGO as whole	11.793	2.511	13.078	3.703	21.61 df=2	xxx	4	20

x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

LOCAL AUTHORITY BRANCH 2

ATTITUDES TO TRADE UNIONS IN GENERAL: COMPARISON OF NON-ACTIVISTS AND ACTIVIST SAMPLES

ATTITUDE DIMENSION	NON-ACTIVISTS N = 72		ACTIVISTS N = 20		DIFFERENCES BETWEEN SAMPLES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif- icance	MINIMUM	MAXIMUM
Political activities of trade unions	10.863	5.539	13.080	5.143	1.31 df=2	N/S	5	25
Trade unions as issue definers	4.608	1.477	5.218	1.063	4.17 df=2	N/S	2	10
Macro-social activities of trade unions	6.781	2.953	8.160	3.222	1.44 df=2	N/S	3	15
TOTAL SCALE (Sum of dimensions)	22.252	7.958	26.378	9.672	3.70 df=3	N/S	10	50
Attitudes to NALGO as whole	11.033	3.060	13.222	1.961	4.50 df=2	N/S	4	20

N/S Not statistically significant at $P < .05$ level

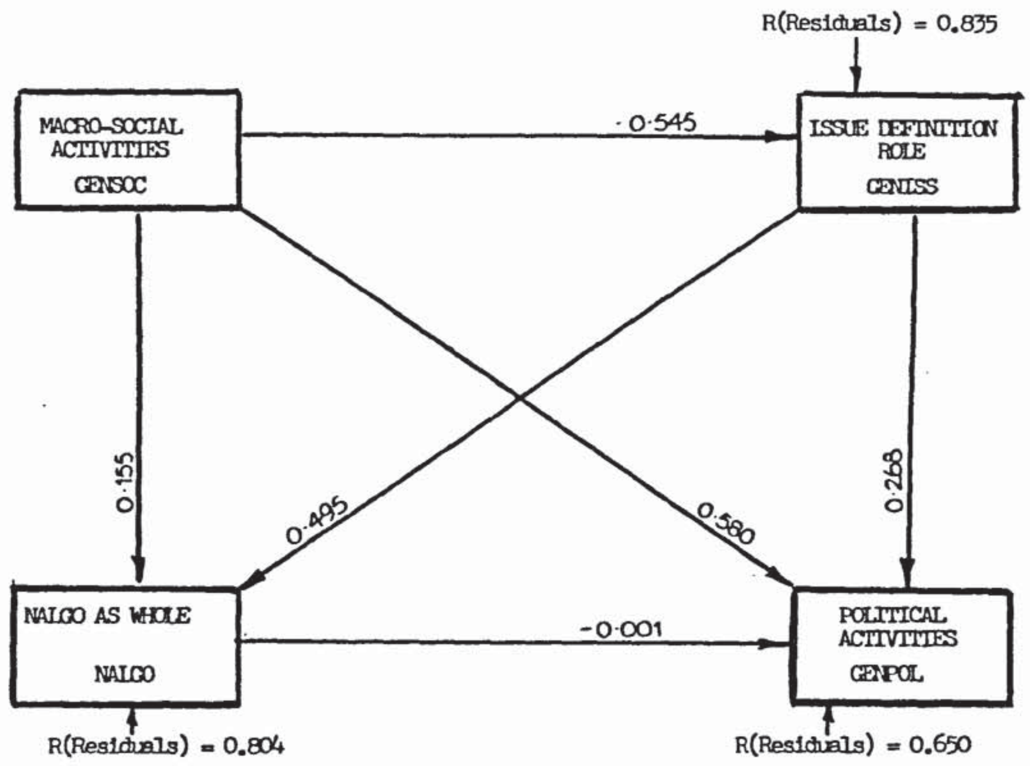
GAS BRANCH, NON-ACTIVISTS: TRADE UNIONS IN GENERAL INTERACTION BETWEEN SUB-ATTITUDES

ZERO-ORDER CORRELATION COEFFICIENTS

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.584xxx	0.726xxx	0.401xxx
GENISS		1.0	0.545xxx	0.580xxx
GENSOC			1.0	0.425xxx
NALGO				1.0

xxx Statistically significant at $P <$ .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'

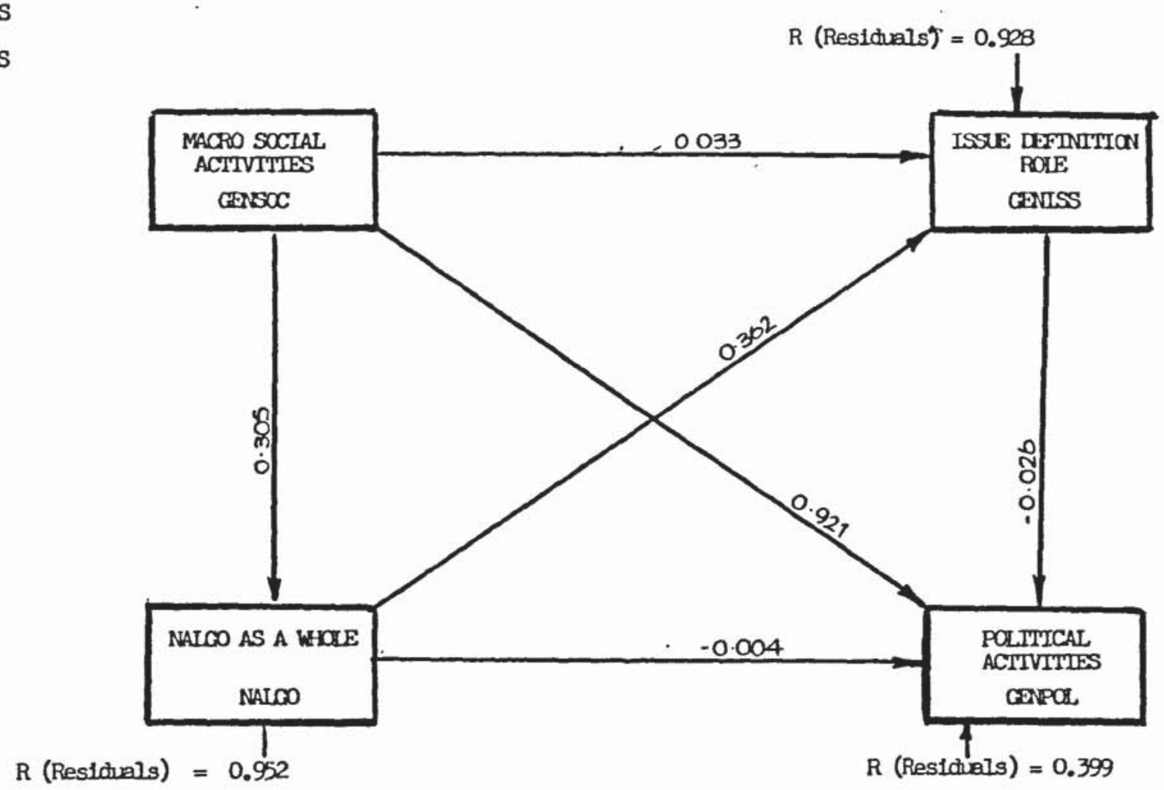


GAS BRANCH, ACTIVISTS: TRADE-UNIONS IN GENERAL - INTERACTION BETWEEN SUB-ATTITUDES

ZERO-ORDER CORRELATION COEFFICIENTS

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.105 N/S	0.917 xxx	0.268 N/S
GENISS		1.0	0.143 N/S	0.372 N/S
GENSOC			1.0	0.305 N/S
NALGO				1.0

N/S Not statistically significant at P < .05 level
xxx Statistically significant at P < .001 level
NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



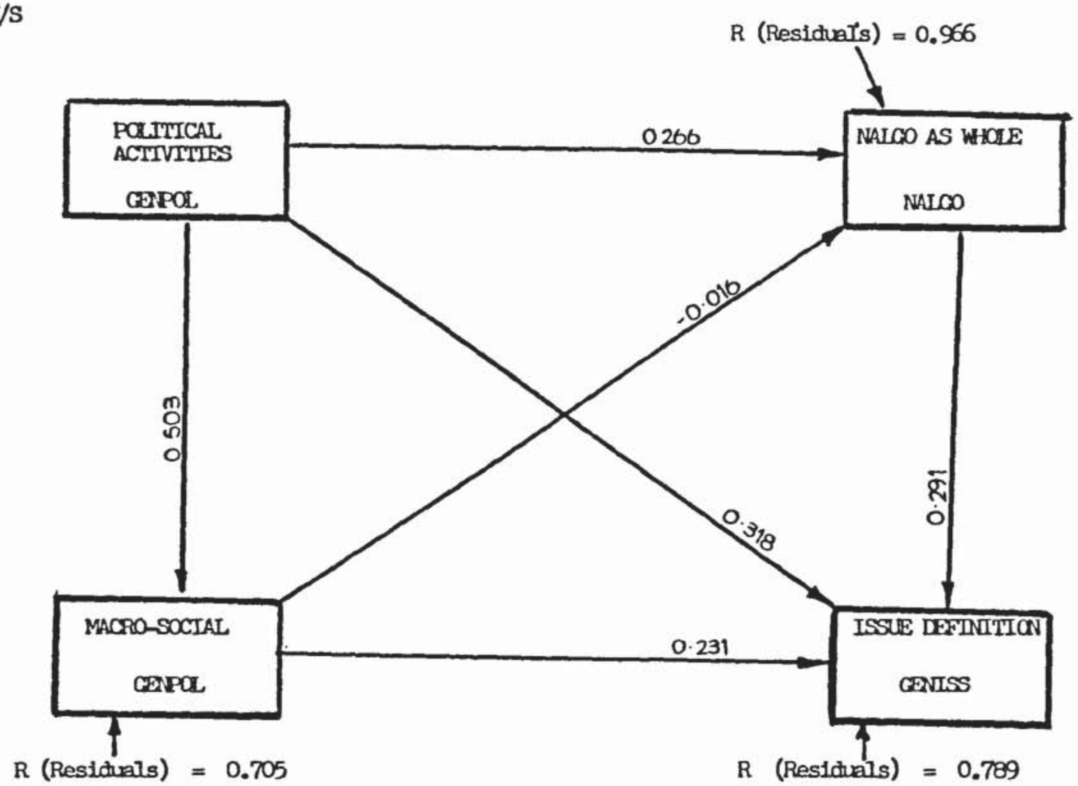
ELECTRICITY BRANCH, NON-ACTIVISTS: TRADE UNIONS IN GENERAL - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.509^{xxx}	0.503^{xxx}	0.258^{x}
GENISS		1.0	0.425^{xxx}	0.400^{xxx}
GENSOC			1.0	0.118$^{N/S}$
NALGO				1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



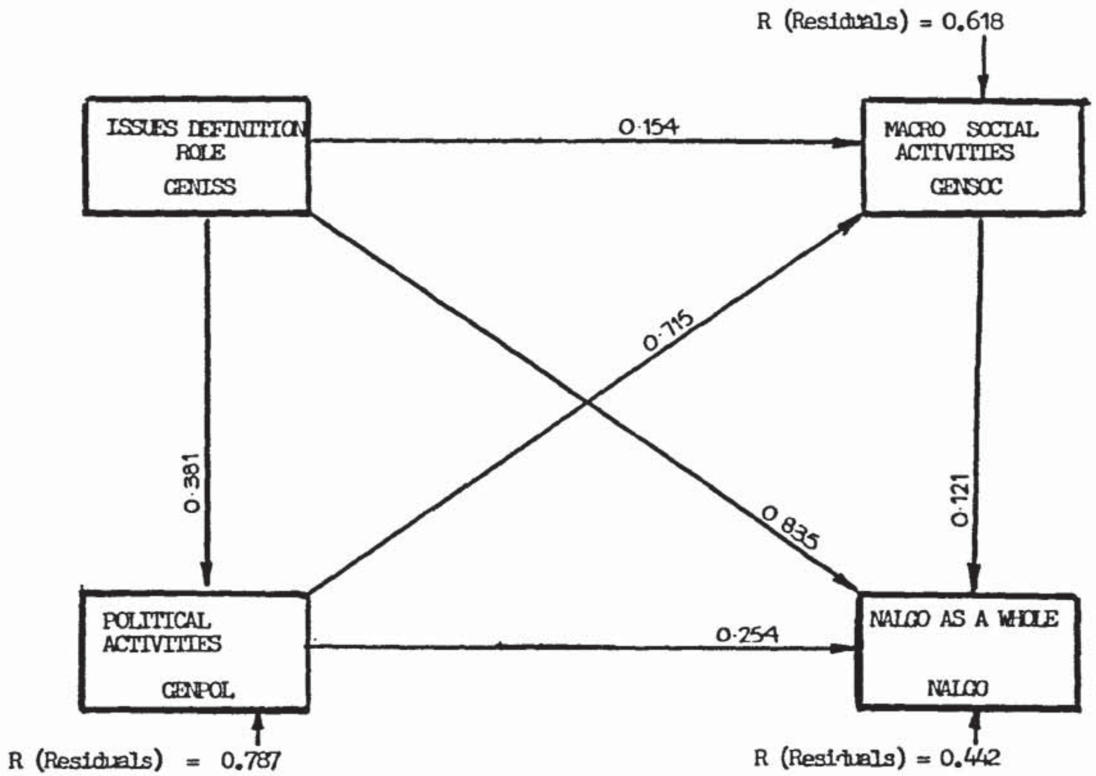
ELECTRICITY BRANCH, ACTIVISTS: TRADE-UNIONS IN GENERAL - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.381 N/S	0.773 xx	0.479 N/S
GENISS		1.0	0.426 N/S	0.881 xxx
GENSOC			1.0	0.432 N/S
NALGO				1.0

N/S Not statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



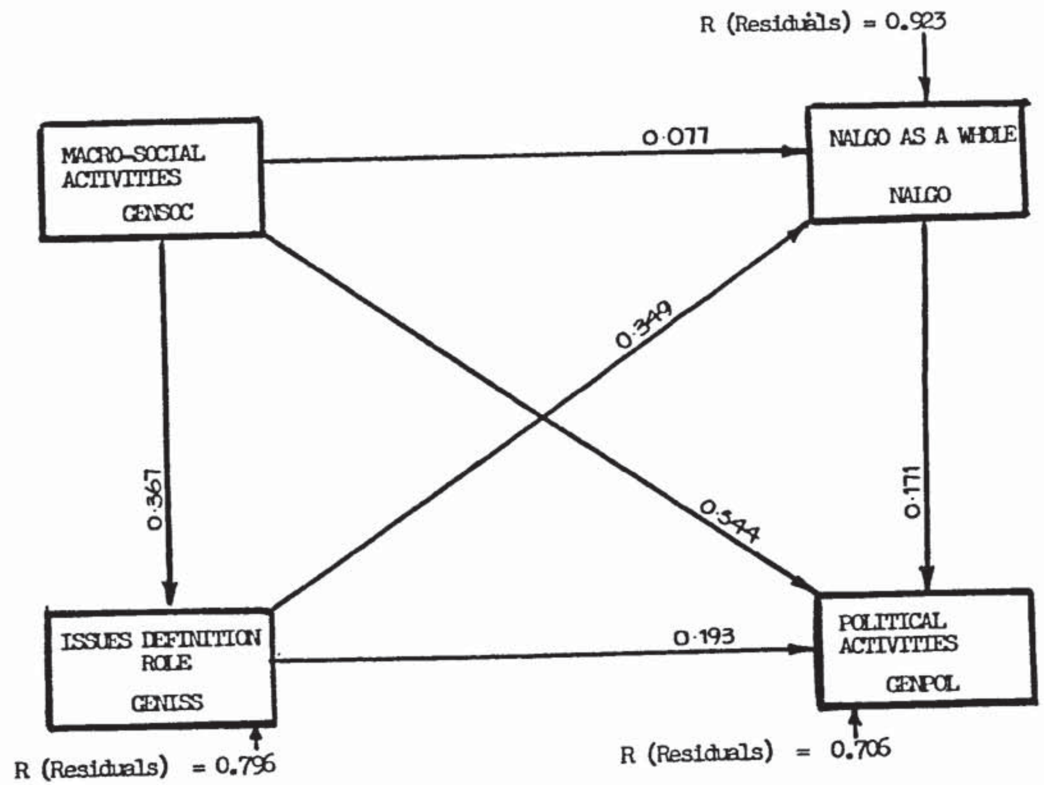
LOCAL AUTHORITY BRANCH 1, NON-ACTIVISTS: TRADE UNIONS IN GENERAL - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.457xxx	0.649xxx	0.355xxx
GENISS		1.0	0.367xxx	0.377xxx
GENSOC			1.0	0.205x
NALGO				1.0

x Statistically significant at P < .05 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'

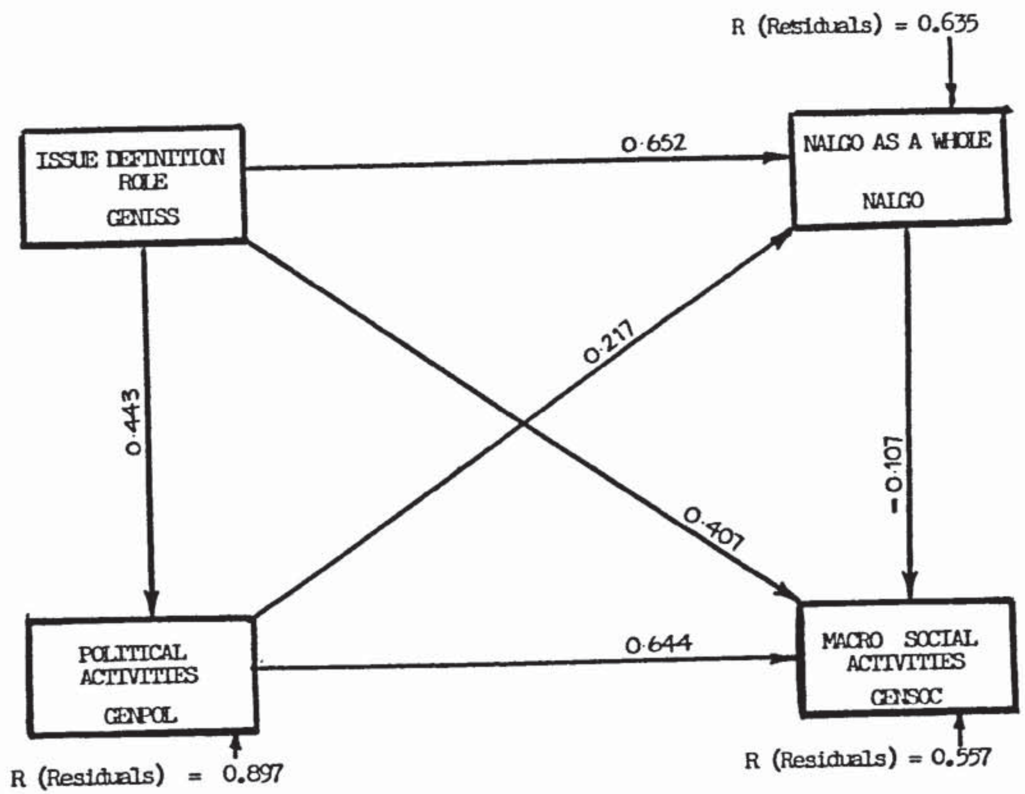


LOCAL AUTHORITY BRANCH 1, ACTIVISTS: TRADE-UNIONS IN GENERAL - INTERACTION BETWEEN SUB-ATTITUDES

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.443^{x}	0.770^{xxx}	0.506^{xx}
GENISS		1.0	0.613^{xxx}	0.748^{xxx}
GENSOC			1.0	0.524^{xx}
NALGO				1.0

x Statistically significant at P< .05 level
xx Statistically significant at P< .01 level
xxx Statistically significant at P< .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



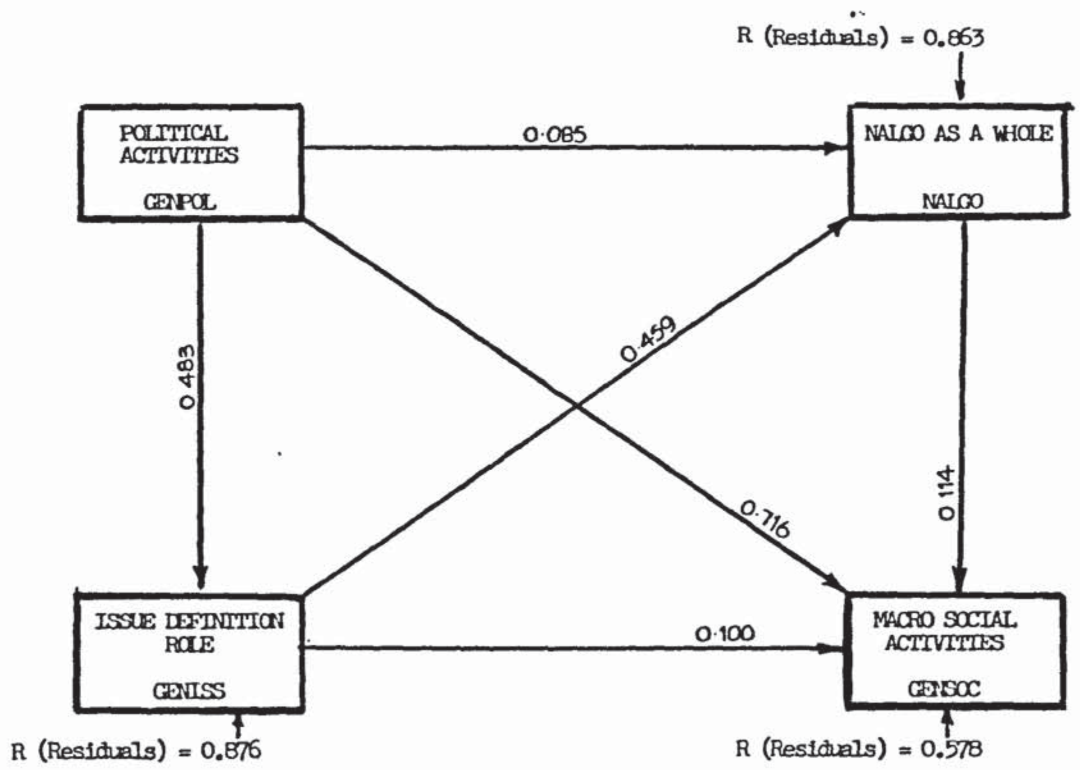
LOCAL AUTHORITY BRANCH 2, NON-ACTIVISTS: TRADE UNIONS IN GENERAL - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.483xxx	0.799xxx	0.307xx
GENISS		1.0	0.503xxx	0.500xxx
GENSOC			1.0	0.384xxx
NALGO				1.0

xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



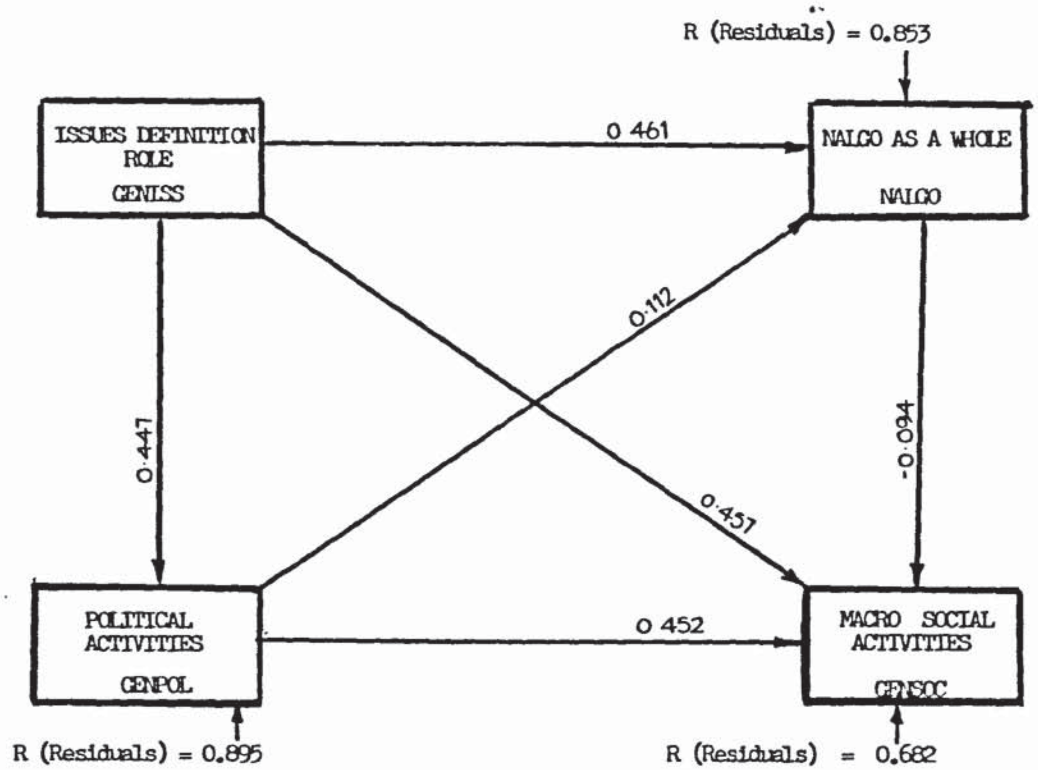
LOCAL AUTHORITY BRANCH 2, ACTIVISTS: TRADE UNIONS IN GENERAL - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GENPOL	GENISS	GENSOC	NALGO
GENPOL	1.0	0.447[x]	0.626[xx]	0.318[N/S]
GENISS		1.0	0.610[xx]	0.512[x]
GENSOC			1.0	0.284[N/S]
NALGO				1.0

N/S Not statistically significant at P< .05 level
x Statistically significant at P< .05 level
xx Statistically significant at P< .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



ATTITUDES TO TRADE UNION AT WORK - COMPARISON OF BRANCH SAMPLES: NON-ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N = 121		ELECTRICITY BRANCH N = 93		LOCAL AUTHORITY BRANCH 1 N =121		LOCAL AUTHORITY BRANCH 2 N = 72		DIFFERENCES BETWEEN BRANCHES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance	MIN.	MAX.
As a source of security/succorance	18.011	3.068	16.588	3.162	18.308	2.877	17.811	3.368	3.85 df=6	N/S	5	25
As a consulter of interests	15.692	4.314	14.719	3.921	16.114	4.369	14.578	4.231	25.99 df=9	xx	5	25
Collective aspects	14.142	2.517	13.748	2.149	13.303	2.210	13.677	2.168	24.15 df=6	xx	5	25
Aggresiveness of approach	17.880	2.840	17.963	2.830	16.763	2.552	16.959	2.962	22.51 df=9	xx	5	25
Confidence in activists	14.552	4.318	13.052	3.577	14.211	3.731	13.452	3.828	28.78 df=9	xx	3	15
Activists as source of information and consulters	9.680	2.470	9.257	2.420	9.968	2.522	8.928	2.678	5.54 df=6	N/S	4	20
Leadership in activists	8.010	1.141	7.950	1.386	7.933	1.178	7.852	1.382	3.49 df=3	N/S	3	15
TOTAL SCALE (Sum of Dimensions)	97.967	11.618	93.277	10.848	96.600	10.493	93.257	11.857	32.11 df=12	xx	30	150
Attitude to activists (Sum of Confidence, Information Source and Leaders)	32.242	6.052	30.259	5.341	32.112	5.451	30.232	5.931	20.22 df=12	x	10	50

N/S Not statistically significant at P <.05 level
x Statistically significant at P <.05 level
xx Statistically significant at P <.01 level

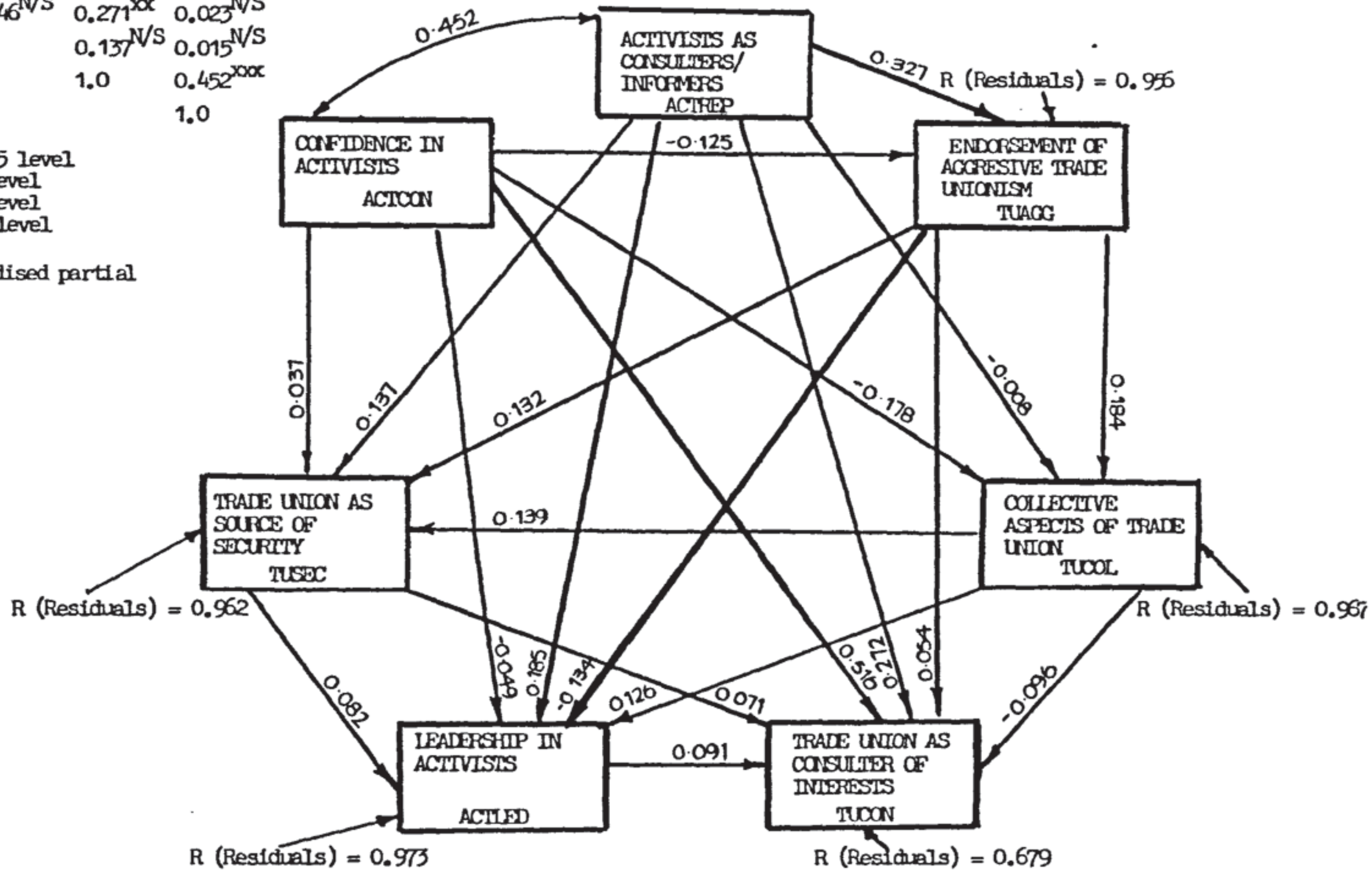
GAS BRANCH, NON-ACTIVISTS: TRADE UNION AT WORK - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTLED	ACTREP	ACTCON
TUSEC	1.0	0.166$^{N/S}$	0.151$^{N/S}$	0.195^{x}	0.105^{x}	0.185^{x}	0.077$^{N/S}$
TUCON		1.0	-0.167$^{N/S}$	0.132$^{N/S}$	0.130$^{N/S}$	0.549^{xxx}	0.664^{xxx}
TUCOL			1.0	0.178$^{N/S}$	0.116$^{N/S}$	-0.038$^{N/S}$	-0.177$^{N/S}$
TUAGG				1.0	-0.046$^{N/S}$	0.271^{xx}	0.023$^{N/S}$
ACTLED					1.0	0.137$^{N/S}$	0.015$^{N/S}$
ACTREP						1.0	0.452^{xxx}
ACTON							1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



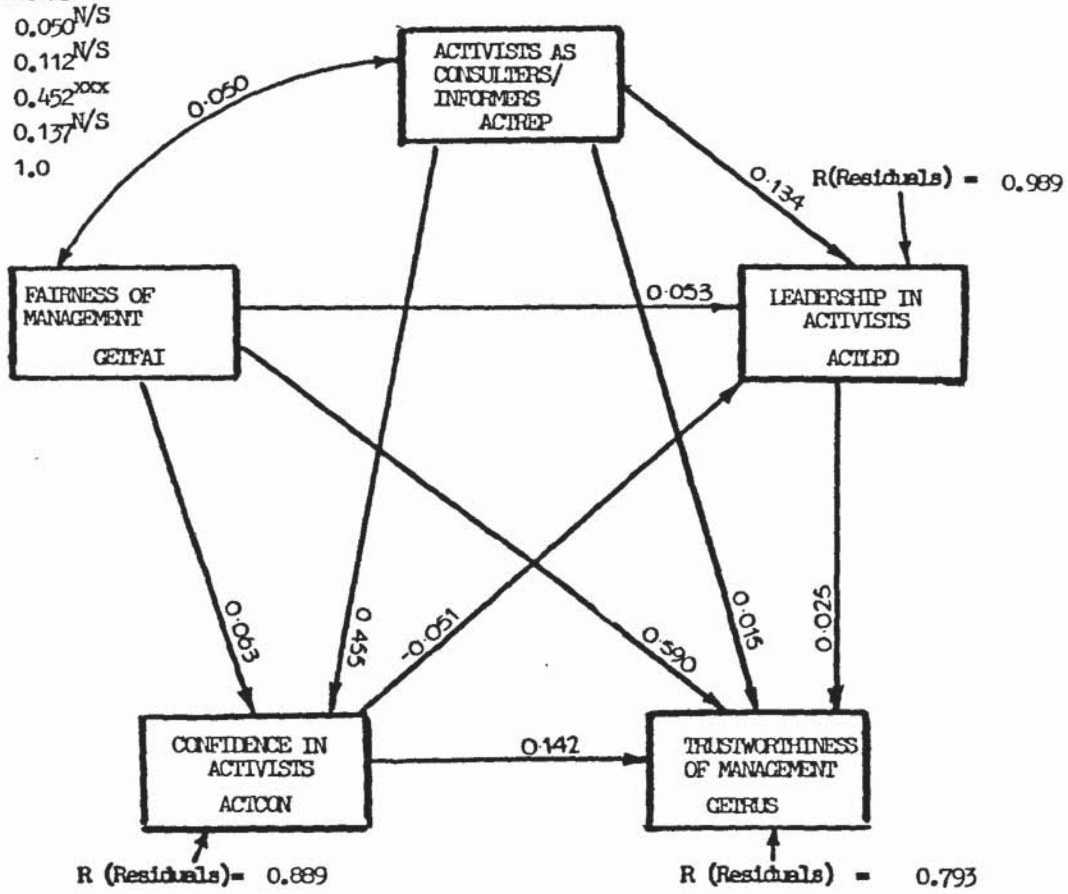
GAS BRANCH, NON ACTIVISTS: MANAGEMENT AND ACTIVISTS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	ACTCON	ACTLED	ACTREP
GETFAI	1.0	0.590xxx	0.083N/S	0.060N/S	0.050N/S
GETRUS		1.0	0.197x	0.063N/S	0.112N/S
ACTCON			1.0	0.015N/S	0.452xxx
ACTLED				1.0	0.137N/S
ACTREP					1.0

N/S Not statistically significant at P< .05 level
x Statistically significant at P< .05 level
xxx Statistically significant at P< .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



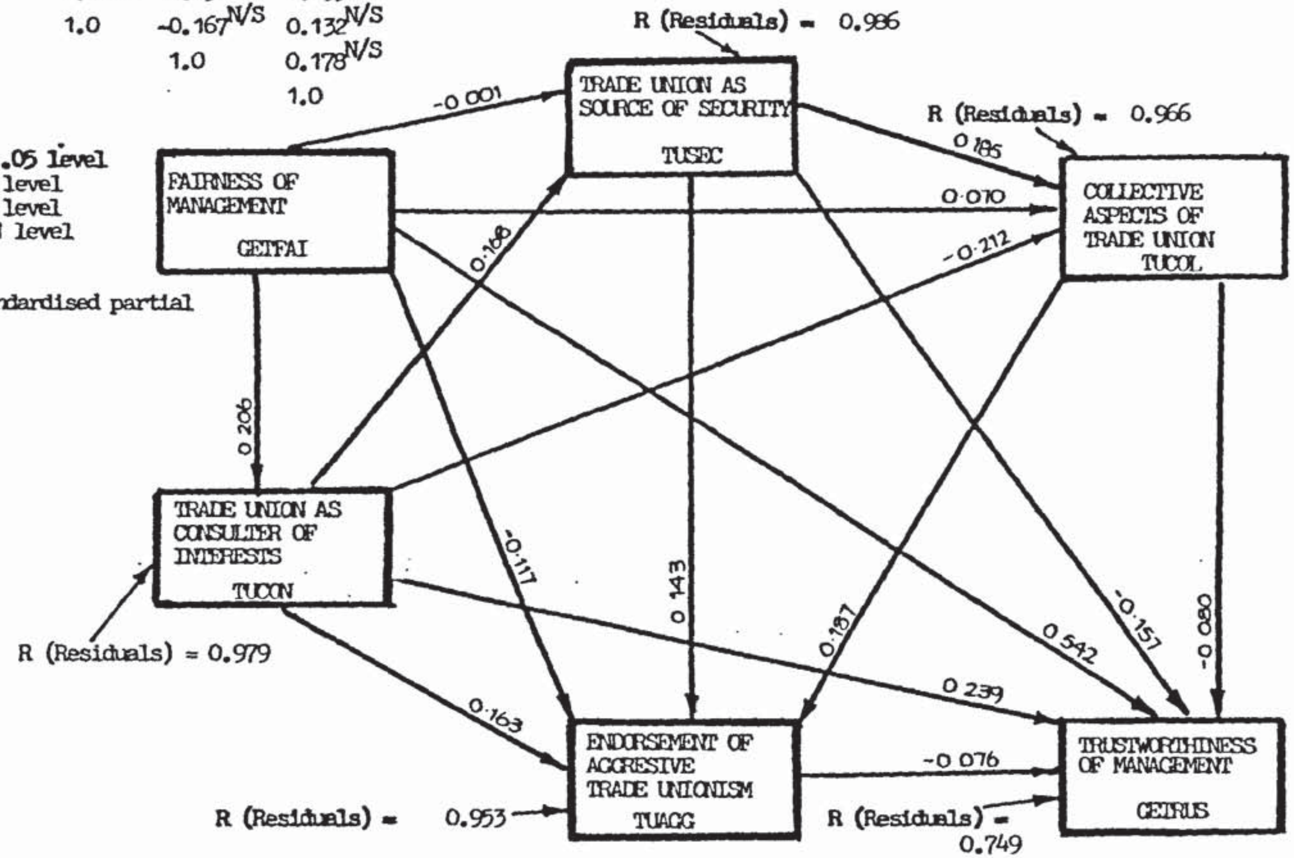
GAS BRANCH NON-ACTIVISTS: TRADE UNION AND MANAGEMENT - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.590xxx	0.026N/S	0.206x	0.031N/S	-0.074N/S
GETRUS		1.0	-0.130N/S	0.328xx	-0.140N/S	-0.129N/S
TUSEC			1.0	0.166N/S	0.151N/S	0.195x
TUCON				1.0	-0.167N/S	0.132N/S
TUCOL					1.0	0.178N/S
TUAGG						1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



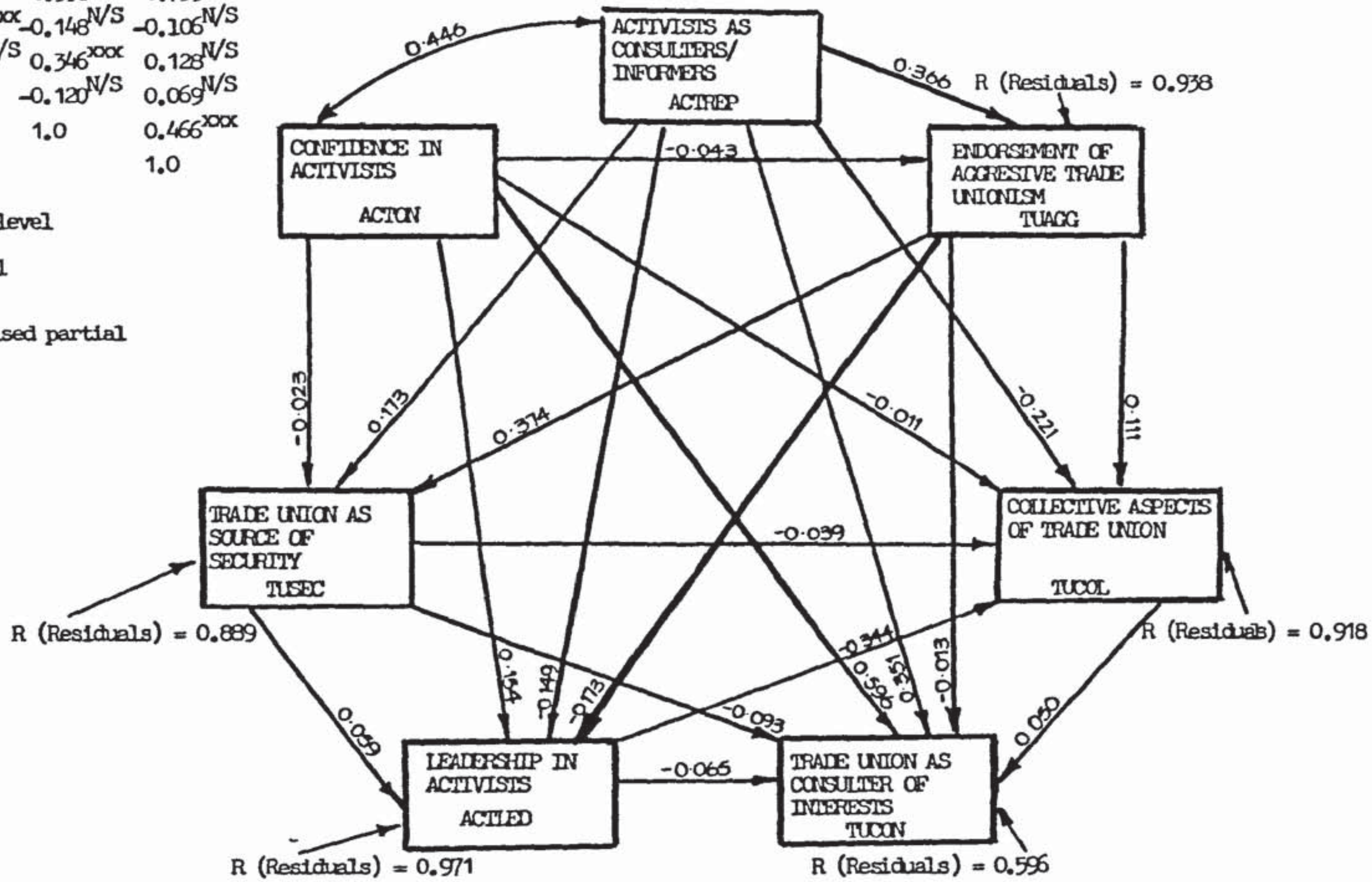
ELECTRICITY BRANCH NON-ACTIVISTS: TRADE UNION AT WORK - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTLED	ACTREP	ACTCON
TUSEC	1.0	$0.067^{N/S}$	$-0.040^{N/S}$	0.431^{xxx}	$-0.043^{N/S}$	0.292^{xx}	$0.106^{N/S}$
TUCON		1.0	$-0.041^{N/S}$	$0.160^{N/S}$	$-0.076^{N/S}$	0.598^{xxx}	0.739^{xxx}
TUCOL			1.0	$0.080^{N/S}$	-0.335^{xxx}	$-0.148^{N/S}$	$-0.106^{N/S}$
TUAGG				1.0	$-0.180^{N/S}$	0.346^{xxx}	$0.128^{N/S}$
ACTLED					1.0	$-0.120^{N/S}$	$0.069^{N/S}$
ACTREP						1.0	0.466^{xxx}
ACTCON							1.0

N/S Not statistically significant at P< .05 level
xx Statistically significant at P< .01 level
xxx Statistically significant at P< .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



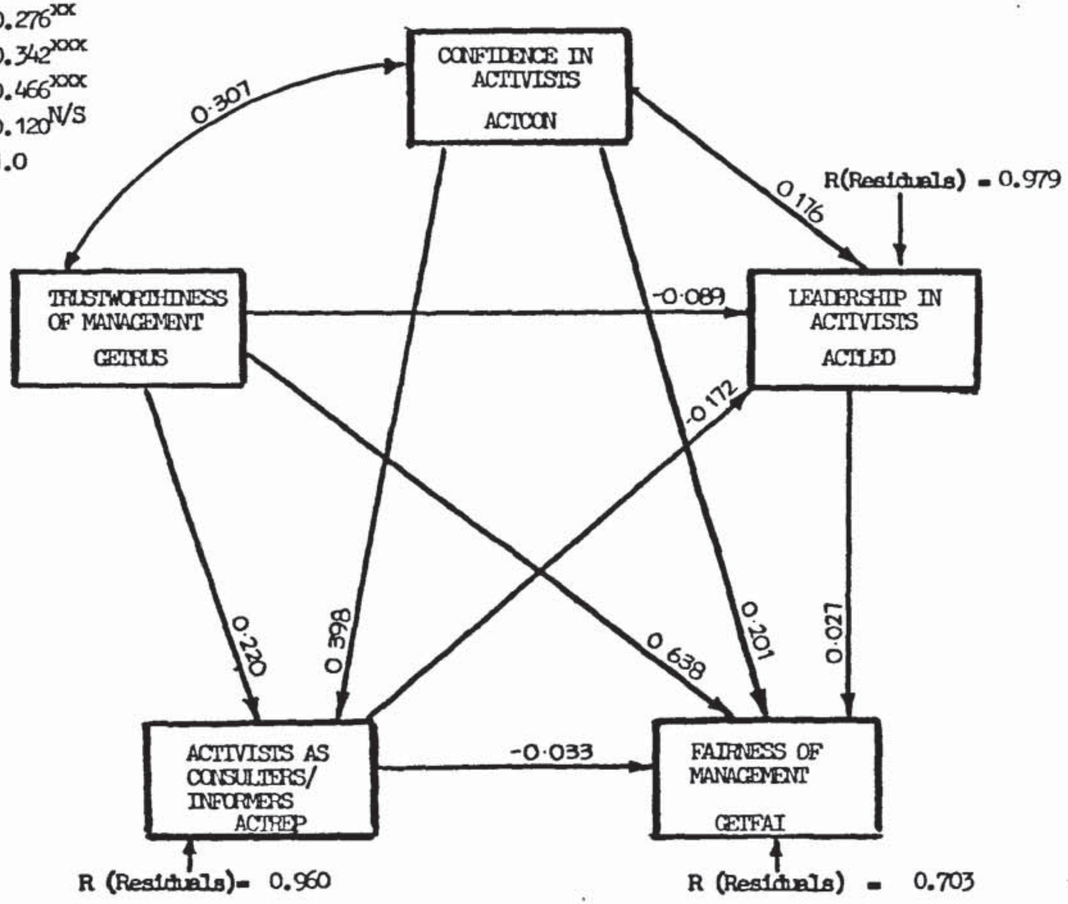
ELECTRICITY BRANCH NON-ACTIVISTS: MANAGEMENT AND ACTIVISTS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	ACTON	ACTLED	ACTREP
GETFAI	1.0	0.686^{xxx}	0.384^{xxx}	-0.015$^{N/S}$	0.276^{xx}
GETRUS		1.0	0.307^{xx}	-0.094$^{N/S}$	0.342^{xxx}
ACTCON			1.0	0.069$^{N/S}$	0.466^{xxx}
ACTLED				1.0	-0.120$^{N/S}$
ACTREP					1.0

N/S Not statistically significant at P< .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P< .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



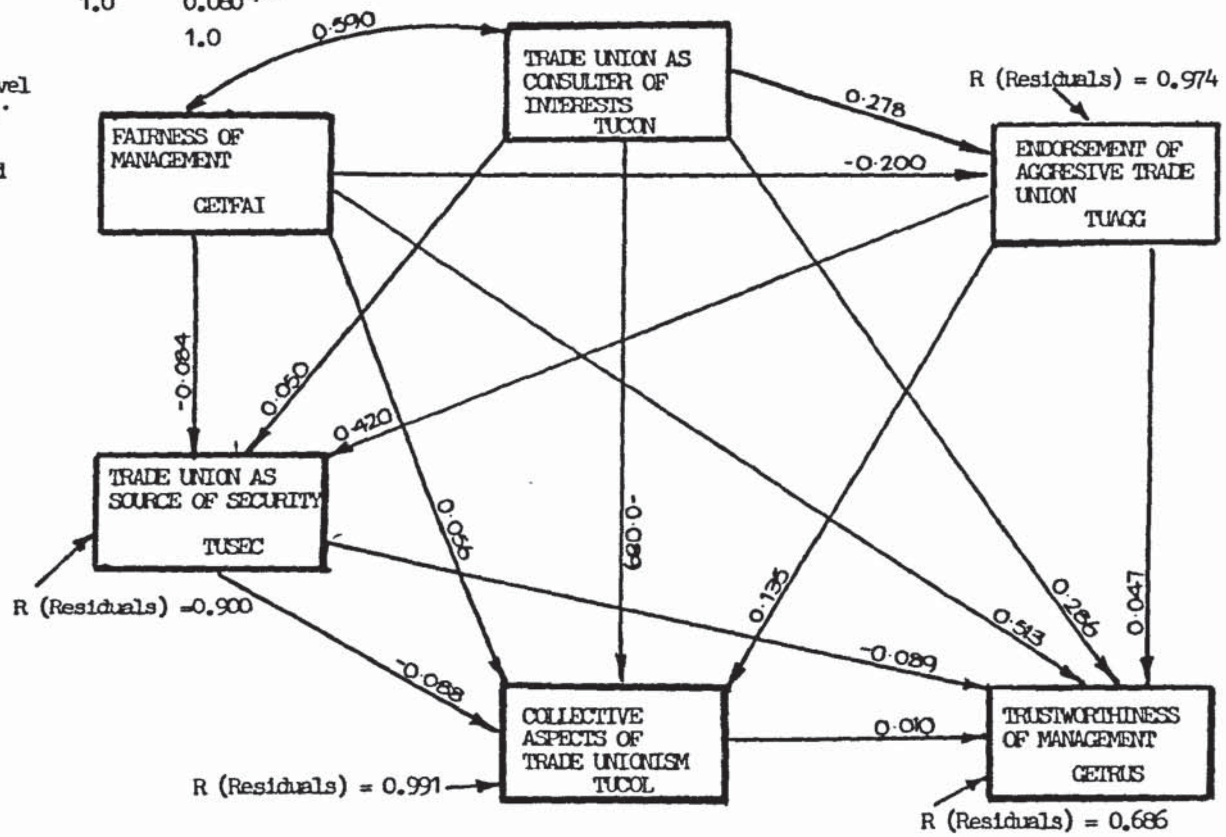
ELECTRICITY BRANCH NON-ACTIVISTS: TRADE UNION AND MANAGEMENT – INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.686xxx	-0.070N/S	0.590xxx	0.005N/S	-0.036N/S
GETRUS		1.0	-0.086N/S	0.590xxx	0.008N/S	0.037N/S
TUSEC			1.0	0.067N/S	-0.040N/S	0.431xxx
TUCON				1.0	-0.041N/S	0.160N/S
TUCOL					1.0	0.080N/S
TUAGG						1.0

N/S Not statistically significant at P $<$ .05 level
xxx Statistically significant at P $<$ .001 level.

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



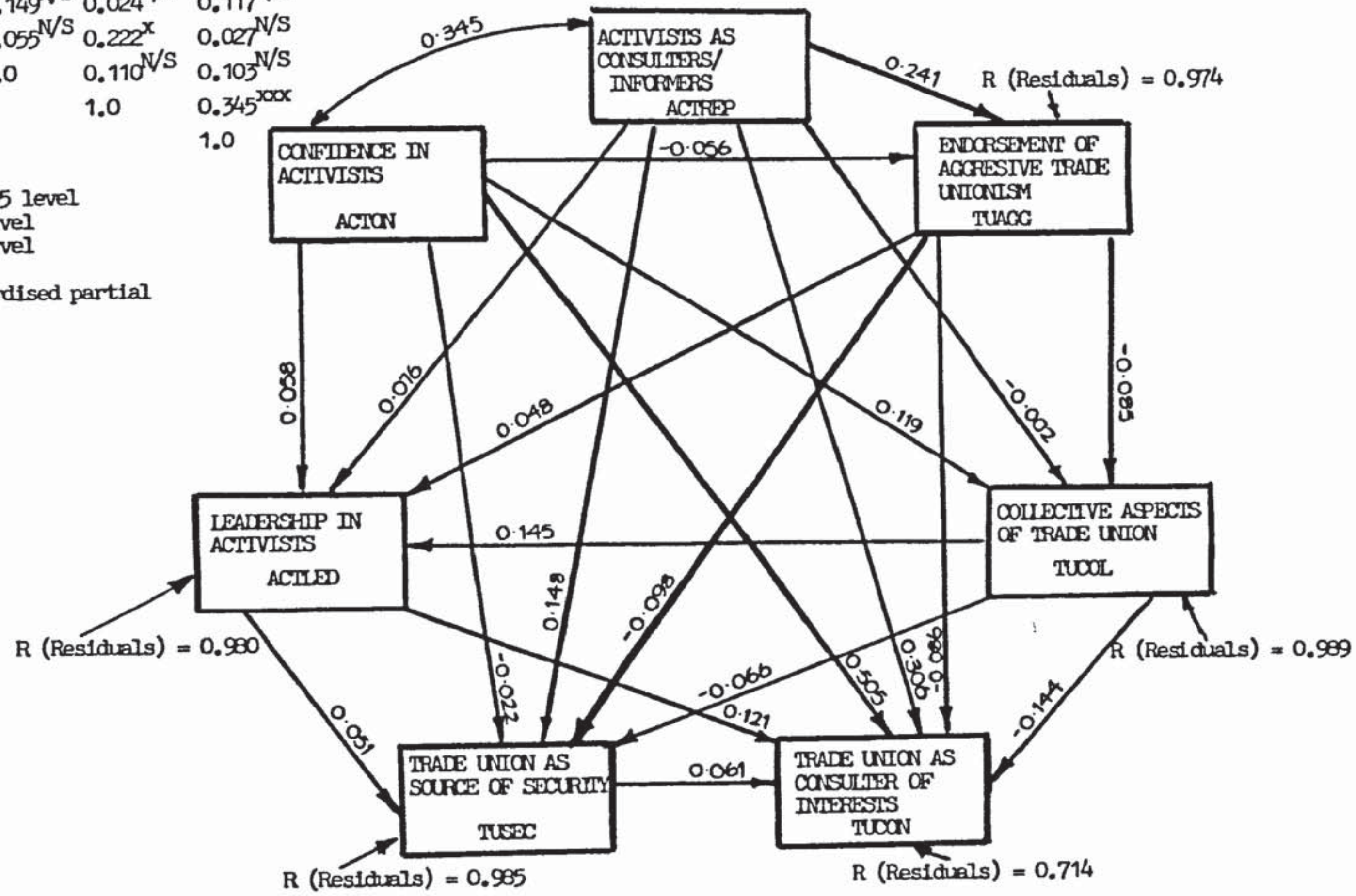
LOCAL AUTHORITY BRANCH 1, NON-ACTIVISTS: TRADE UNION AT WORK – INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTLED	ACTREP	ACTCON
TUSEC	1.0	0.129 N/S	-0.050 N/S	-0.058 N/S	0.050 N/S	0.123 N/S	0.024 N/S
TUCON		1.0	-0.055 N/S	0.010 N/S	0.184 x	0.479 xxx	0.606 xxx
TUCOL			1.0	-0.082 N/S	0.149 N/S	0.024 N/S	0.117 N/S
TUAGG				1.0	0.055 N/S	0.222 x	0.027 N/S
ACTLED					1.0	0.110 N/S	0.103 N/S
ACTREP						1.0	0.345 xxx
ACTON							1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



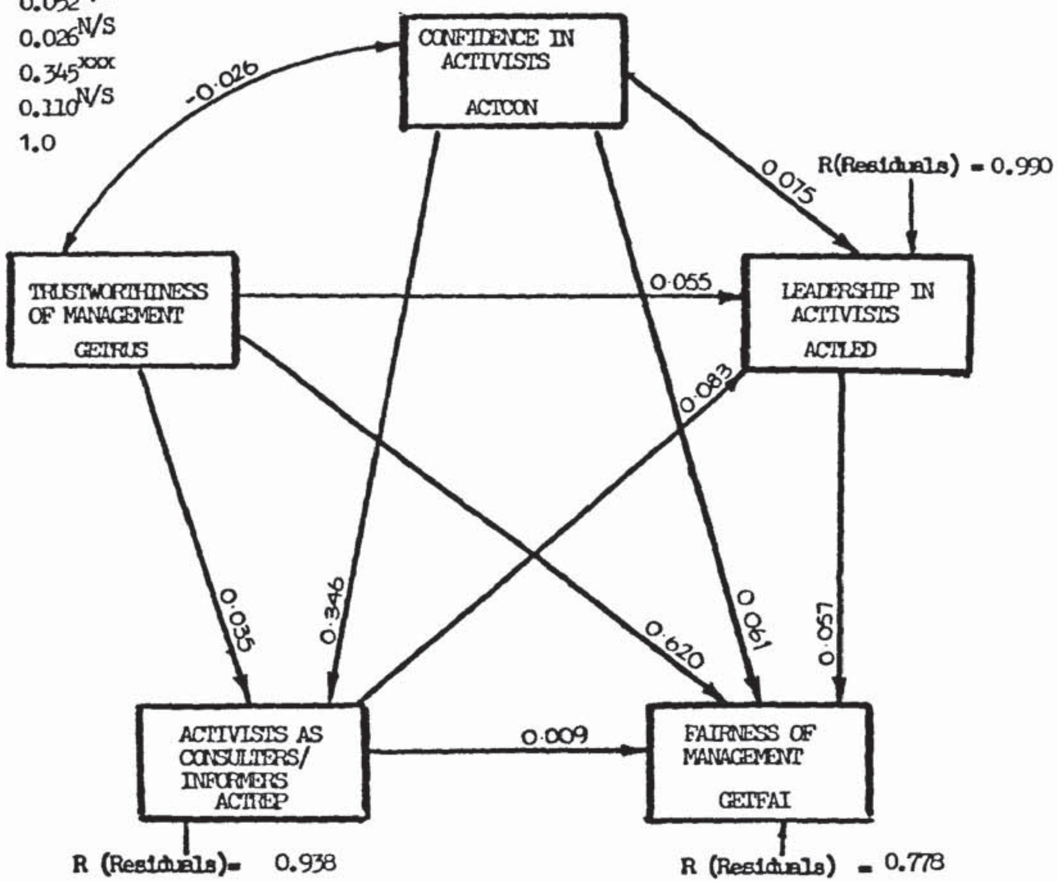
LOCAL AUTHORITY BRANCH 1, NON-ACTIVISTS: MANAGEMENT AND ACTIVISTS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	ACTCON	ACTLED	ACTREP
GETFAI	1.0	0.622 xxx	0.053 N/S	0.098 N/S	0.052 N/S
GETRUS		1.0	-0.026 N/S	0.055 N/S	0.026 N/S
ACTCON			1.0	0.103 N/S	0.345 xxx
ACTLED				1.0	0.110 N/S
ACTREP					1.0

N/S Not statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



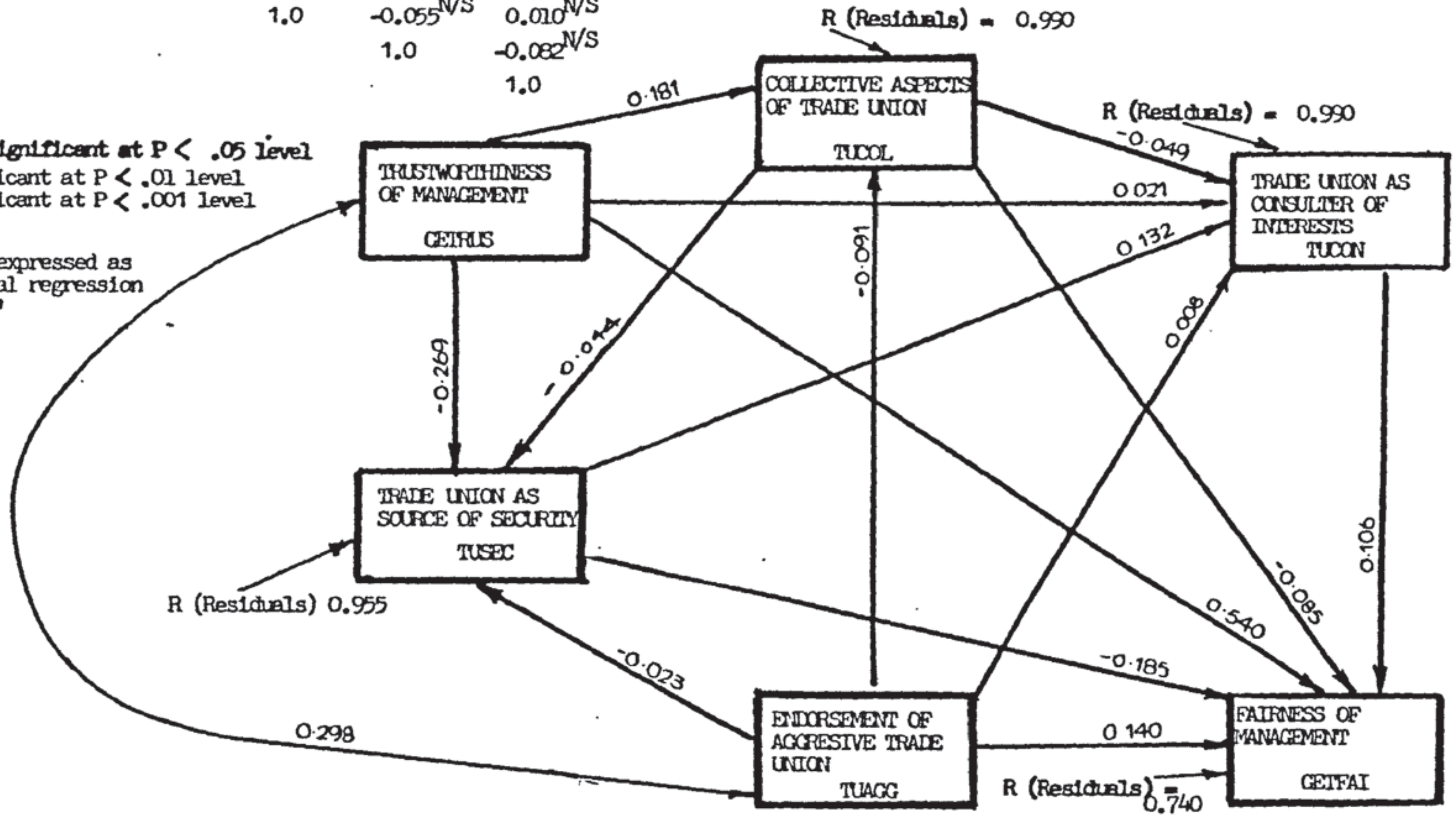
LOCAL AUTHORITY BRANCH 1, NON-ACTIVISTS: TRADE UNION AND MANAGEMENT - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.622 xxx	-0.318 xx	0.080 N/S	-0.052 N/S	0.320 xx
GETRUS		1.0	-0.263 xx	-0.016 N/S	0.075 N/S	0.298 xx
TUSEC			1.0	0.129 N/S	-0.050 N/S	-0.058 N/S
TUCON				1.0	-0.055 N/S	0.010 N/S
TUCOL					1.0	-0.082 N/S
TUAGG						1.0

N/S Not statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



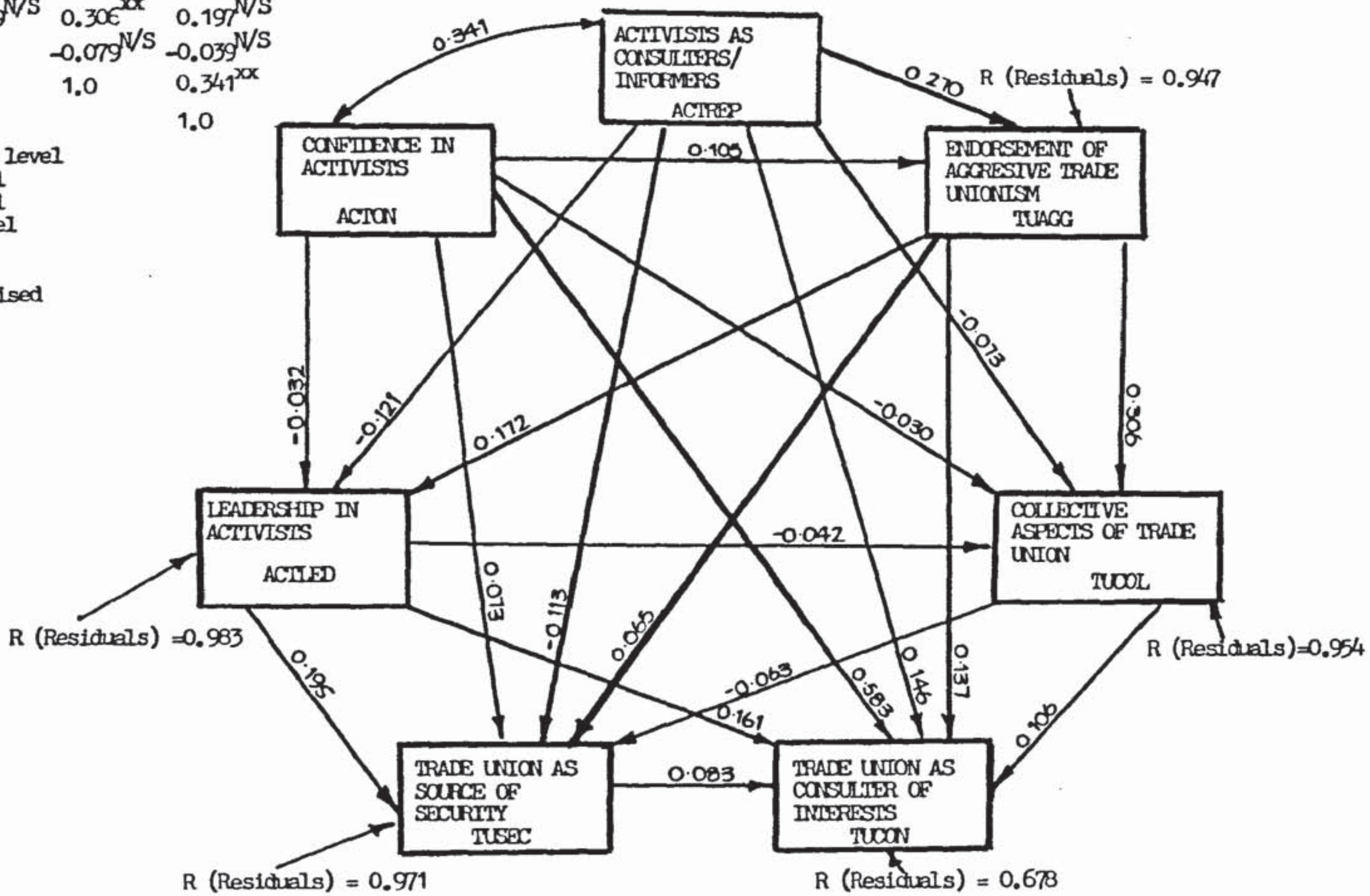
LOCAL AUTHORITY BRANCH 2, NON-ACTIVISTS: TRADE UNION AT WORK - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTLED	ACTREP	ACTON
TUSEC	1.0	$0.131^{N/S}$	$0.028^{N/S}$	$0.053^{N/S}$	$0.204^{N/S}$	$-0.084^{N/S}$	$0.040^{N/S}$
TUCON		1.0	$0.160^{N/S}$	0.351^{xx}	$0.171^{N/S}$	0.367^{xx}	0.657^{xxx}
TUCOL			1.0	0.283^{x}	$0.088^{N/S}$	$0.007^{N/S}$	$0.004^{N/S}$
TUAGG				1.0	$0.129^{N/S}$	0.306^{xx}	$0.197^{N/S}$
ACTLED					1.0	$-0.079^{N/S}$	$-0.039^{N/S}$
ACTREP						1.0	0.341^{xx}
ACTON							1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



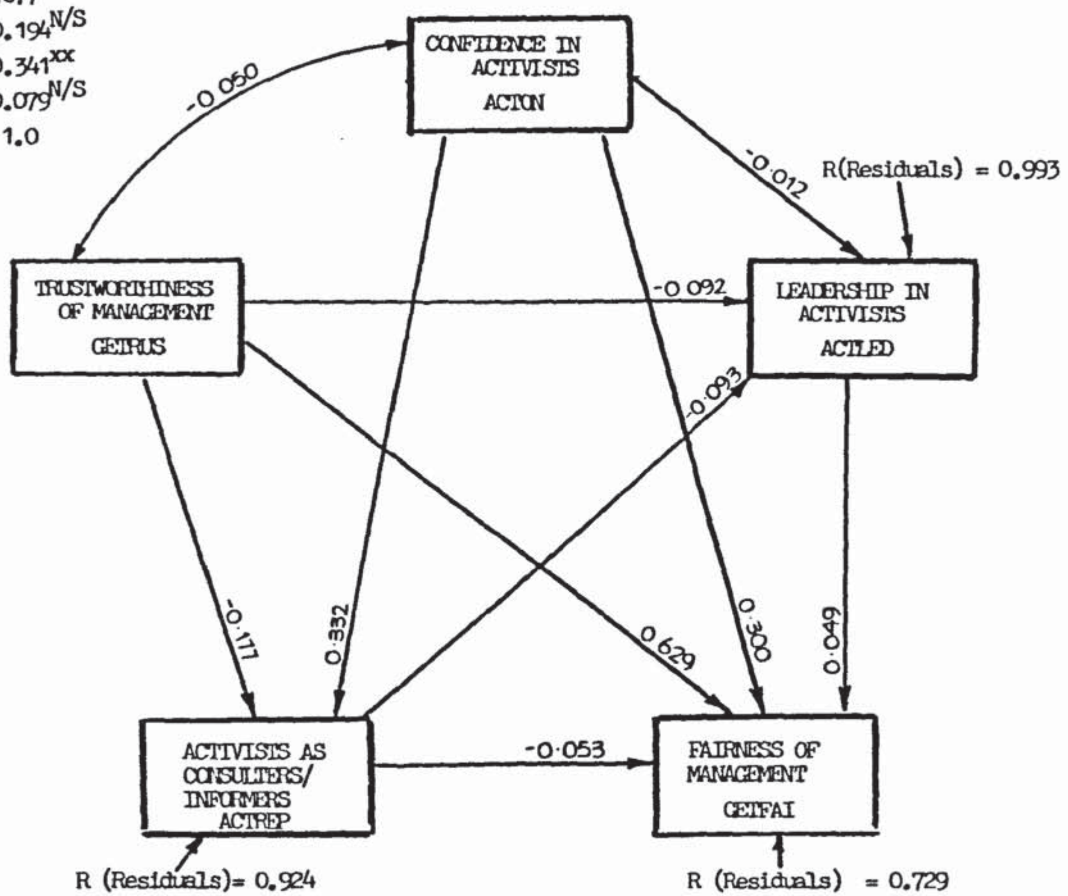
LOCAL AUTHORITY BRANCH 2, NON-ACTIVISTS: MANAGEMENT AND ACTIVISTS - INTERATION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	ACTCON	ACTLED	ACTREP
GETFAI	1.0	0.620^{xxx}	0.249^{x}	-0.004$^{N/S}$	-.077$^{N/S}$
GETRUS		1.0	-0.050$^{N/S}$	-0.073$^{N/S}$	-0.194$^{N/S}$
ACTCON			1.0	-0.039$^{N/S}$	0.341^{xx}
ACTLED				1.0	-0.079$^{N/S}$
ACTREP					1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P <.001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



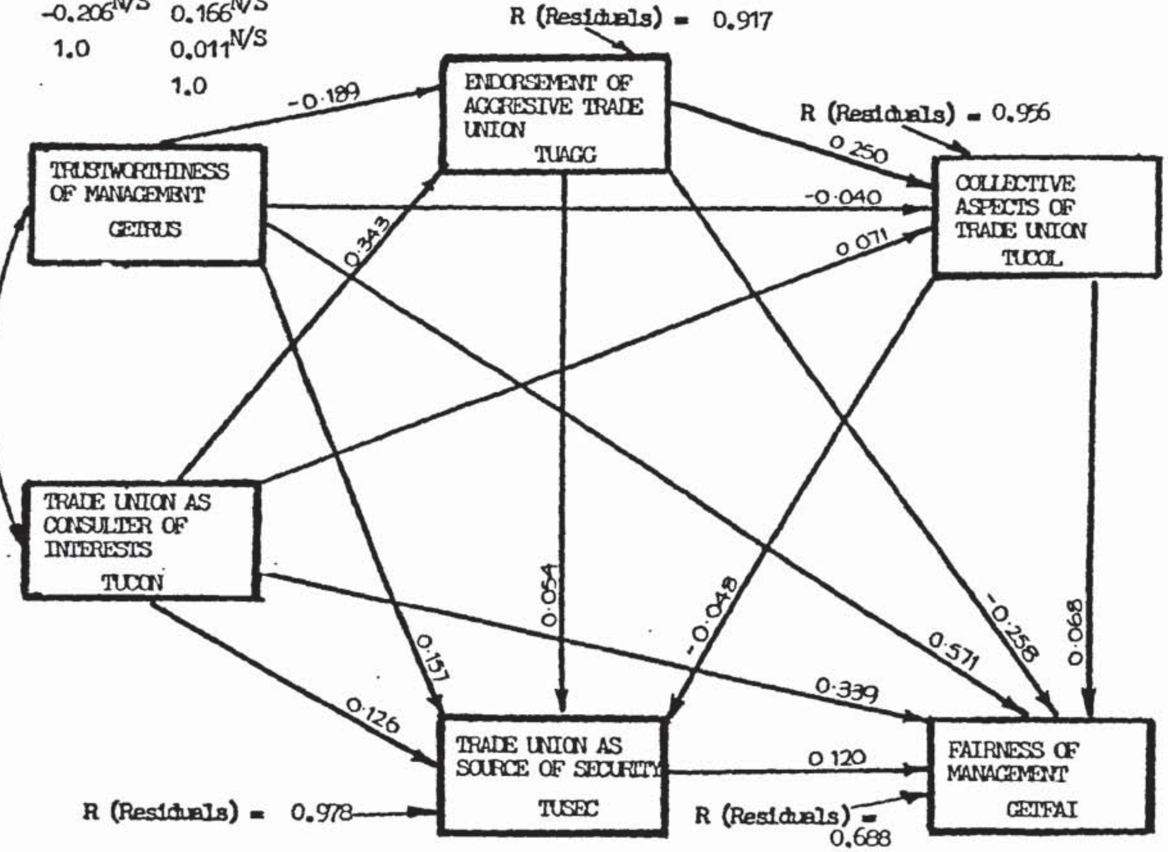
LOCAL AUTHORITY BRANCH 2, NON-ACTIVISTS: TRADE UNION AND MANAGEMENT - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.620^{xxx}	$-0.029^{N/S}$	0.543^{xxx}	$0.048^{N/S}$	$-0.005^{N/S}$
GETRUS		1.0	$-0.210^{N/S}$	0.556^{xxx}	$-0.012^{N/S}$	$-0.067^{N/S}$
TUSEC			1.0	$0.142^{N/S}$	$-0.020^{N/S}$	0.376^{xxx}
TUCON				1.0	$-0.206^{N/S}$	$0.166^{N/S}$
TUCOL					1.0	$0.011^{N/S}$
TUAGG						1.0

N/S Not statistically significant at P < .05 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



ATTITUDES TO TRADE UNION AT WORK – COMPARISON OF BRANCH SAMPLES: ACTIVISTS

ATTITUDE DIMENSION	GAS BRANCH N = 18		ELECTRICITY BRANCH N = 13		LOCAL AUTHORITY BRANCH 1 N =25		LOCAL AUTHORITY BRANCH 2 N = 20		DIFFERENCES BETWEEN BRANCHES		POSSIBLE SCORES	
	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif-icance	MIN.	MAX.
As source of security/succorance	19.220	3.491	18.152	4.300	18.563	2.900	18.350	2.499	5.18 df=6	N/S	5	25
As consulter of interests	18.200	4.060	19.227	4.304	16.719	1.684	19.606	4.627	5.60 df=6	N/S	5	25
Collective aspects	14.334	2.932	14.148	2.381	14.079	2.101	13.950	1.877	3.49 df=6	N/S	5	25
Aggresiveness of approach	19.501	2.362	20.003	2.937	19.050	2.633	17.680	2.606	3.61 df=3	N/S	5	25
Activist role: as route to intrinsic satisfactions	13.920	2.603	12.502	2.748	14.642	3.048	12.650	2.082	8.76 df=6	N/S	4	20
Activist role: its power/oppositional aspects	14.350	2.617	15.002	2.551	14.060	1.888	13.600	2.318	4.29 df=3	N/S	4	20
Non-activists: their loyalty to trade union	3.942	1.059	4.311	1.438	4.800	1.610	4.562	1.442	6.89 df=6	N/S	2	10
Non-activists: their motives	7.057	1.061	7.150	2.478	7.500	2.411	7.357	1.573	6.59 df=9	N/S	3	15
Non-activists: their awareness	6.833	2.481	7.002	2.419	7.950	2.633	7.084	2.397	4.75 df=9	N/S	3	15
Non-activists: their competence	8.278	2.303	7.847	2.042	7.900	1.561	7.240	1.888	13.04 df=9	N/S	3	15
Non-activists: their appreciation of trade union efforts	6.391	2.684	6.232	2.088	7.600	2.162	6.361	2.040	7.66 df=12	N/S	3	15
TOTAL SCALE (Sum of Dimensions)	132.026	10.160	131.576	10.034	132.863	12.932	128.440	9.092	11.53 df=9	N/S	42	210
Attitudes to role (Sum of Satisfactions plus Opposition)	28.270	4.451	27.504	4.168	28.702	4.111	26.250	2.711	7.09 df=6	N/S	8	40
Attitude to non-activists (Sum of five dimensions)	32.501	6.772	32.542	6.202	35.750	7.573	32.604	5.833	8.51 df=12	N/S	14	10

N/S Not statistically significant at P $<$ .05 level

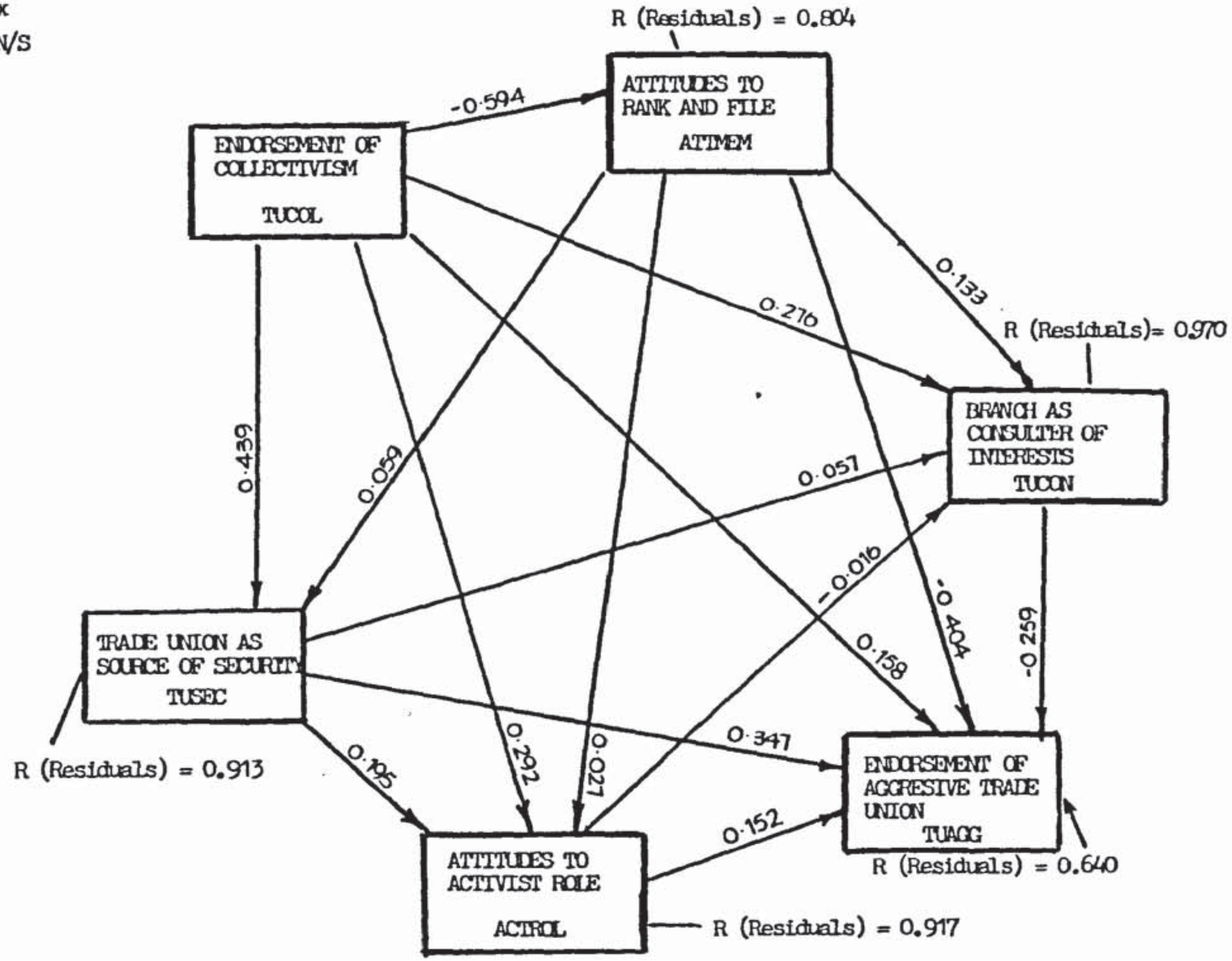
GAS BRANCH, ACTIVISTS: TRADE UNION AT WORK - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTROL	ATTMEM
TUSEC	1.0	0.137 N/S	0.404 N/S	0.503 x	0.307 N/S	-0.202 N/S
TUCON		1.0	0.214 N/S	-0.151 N/S	0.075 N/S	-0.040 N/S
TUCOL			1.0	0.536 x	0.355 N/S	-0.594 x
TUAGG				1.0	0.370 N/S	-0.186 x
ACTROL					1.0	-0.186 N/S
ATTMEM						1.0

N/S Not statistically significant at P .05 level
x Statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



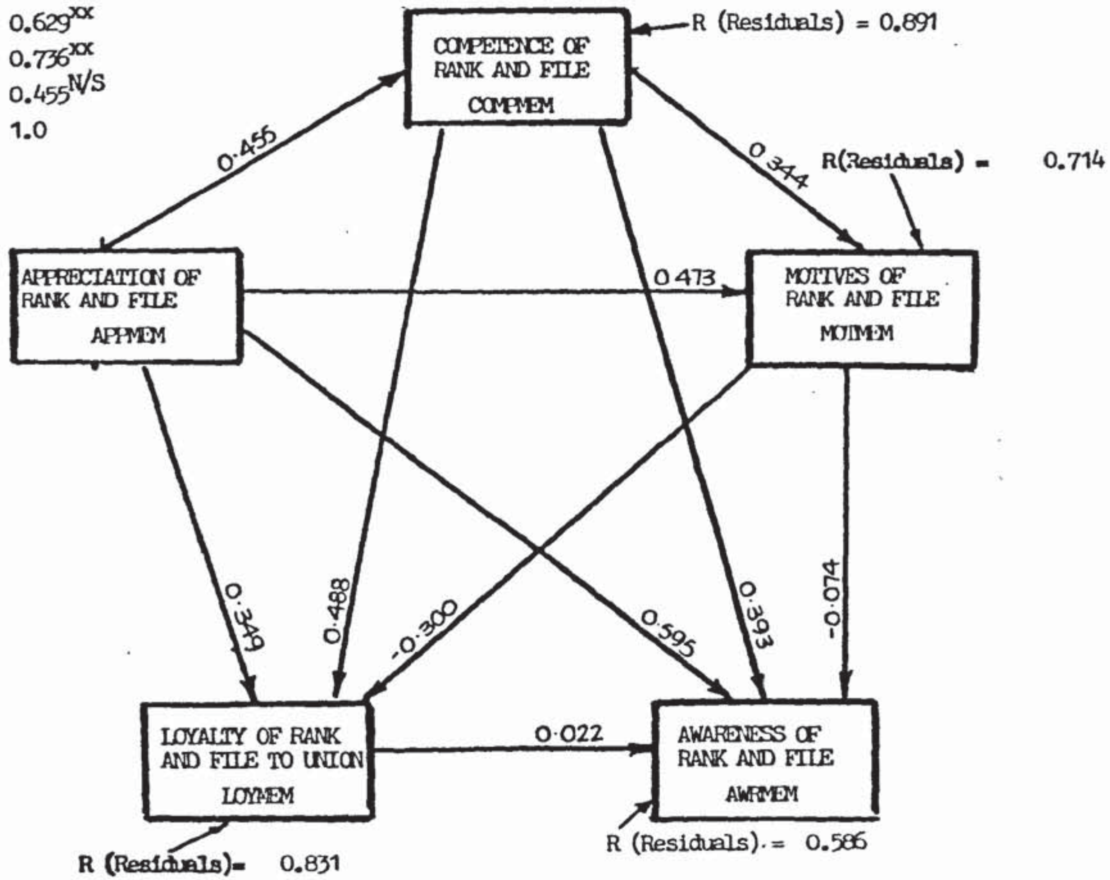
GAS BRANCH ACTIVISTS: ATTITUDES TOWARDS RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	LOYMEM	MOTMEM	AWRMEM	COMPMEM	APPMEM
LOYMEM	1.0	0.193 N/S	0.423 N/S	0.479 x	0.382 N/S
MOTMEM		1.0	0.525 x	0.559 x	0.629 xx
AWRMEM			1.0	0.633 xx	0.736 xx
COMPMEM				1.0	0.455 N/S
APPMEM					1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



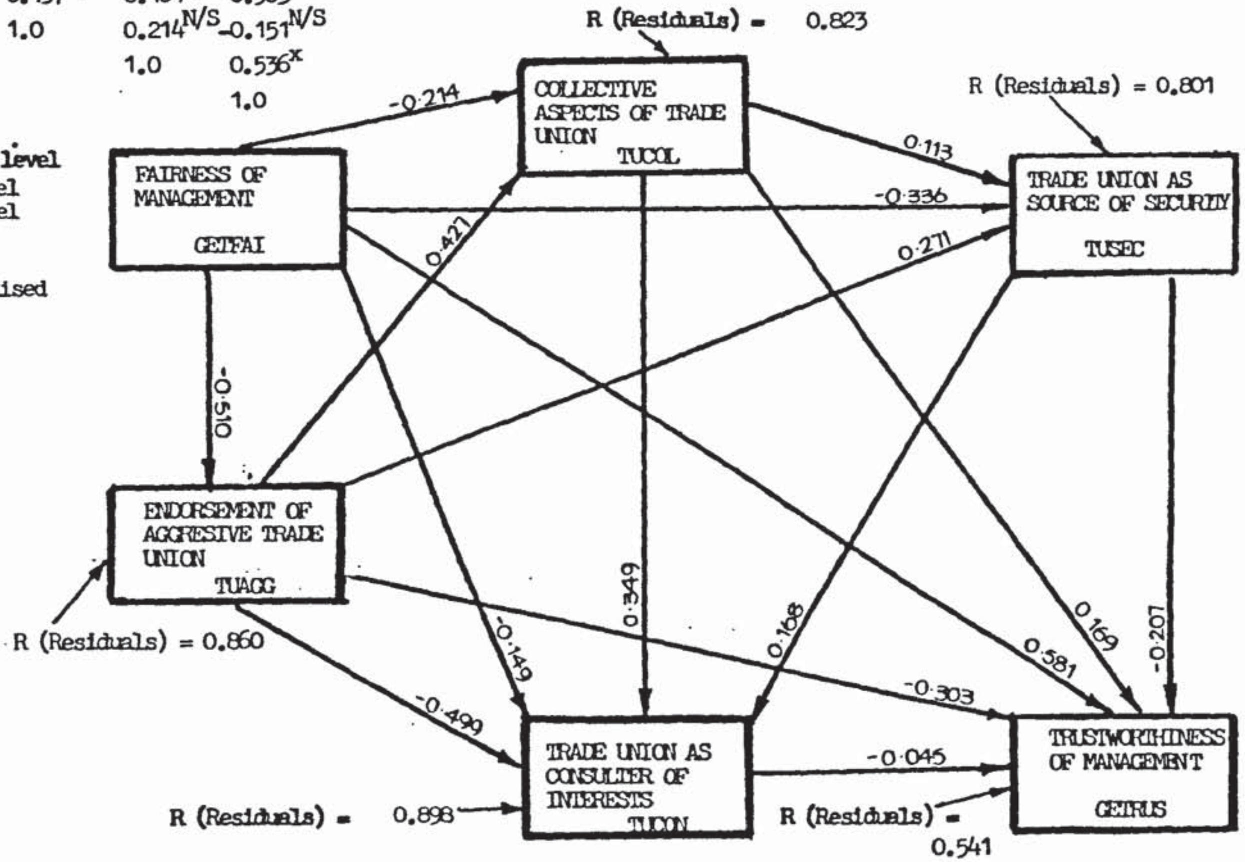
GAS BRANCH, ACTIVISTS: TRADE UNION AND MANAGEMENT - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.778 xxx	-0.524 x	-0.133 N/S	-0.432 N/S	-0.510 N/S
GETRUS		1.0	-0.602 x	-0.069 N/S	-0.339 N/S	-0.608 x
TUSEC			1.0	0.137 N/S	0.404 N/S	0.503 x
TUCON				1.0	0.214 N/S	-0.151 N/S
TUCOL					1.0	0.536 x
TUAGG						1.0

N/S Not statistically significant at P $<$ .05 level
x Statistically significant at P $<$ .05 level
xxx Statistically significant at P $<$ .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



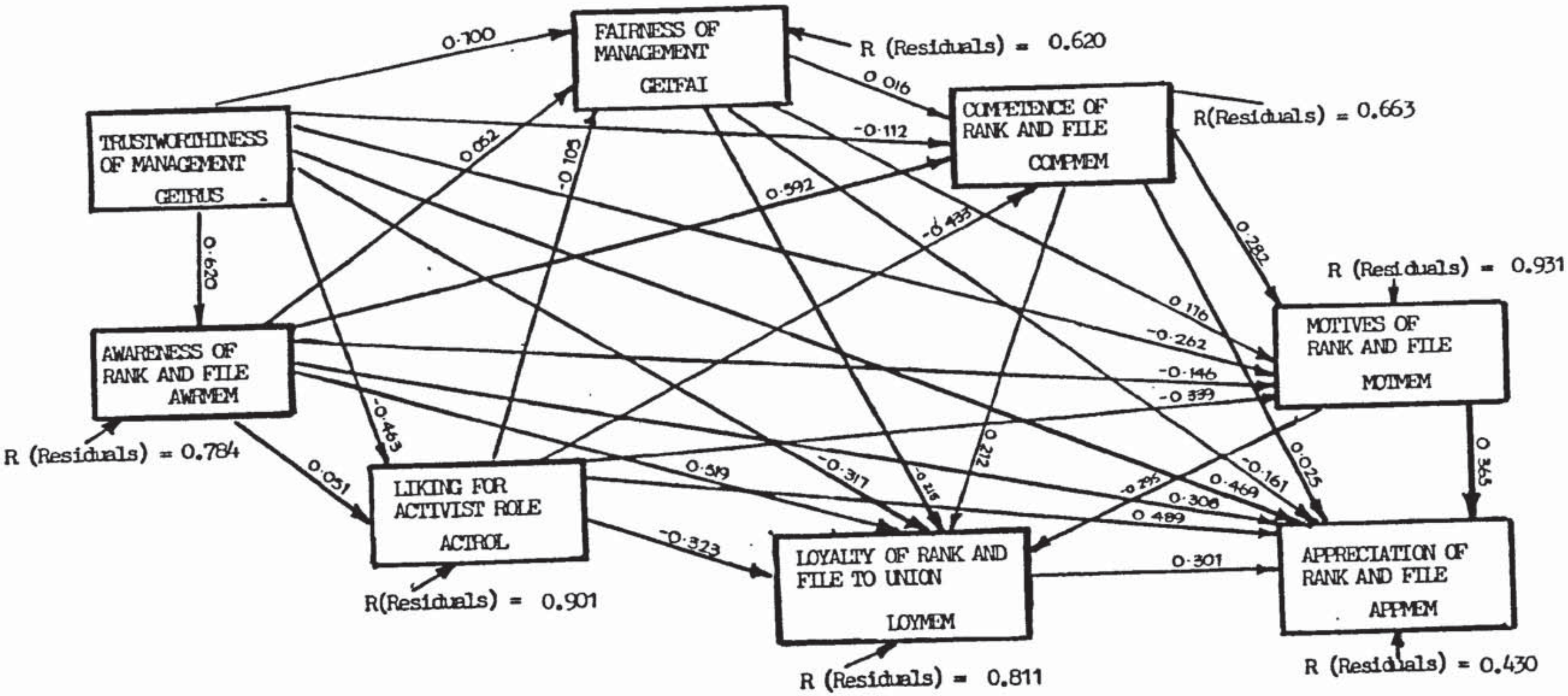
GAS BRANCH, ACTIVISTS: ACTIVIST ROLE
MANAGEMENT AND RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	ACTROL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
ACTROL	1.0	-0.419 N/S	-0.432 N/S	-0.331 N/S	-0.256 N/S	-0.531 x	-0.236 N/S	0.075 N/S
GETFAI		1.0	0.778 xxx	0.027 N/S	0.420 N/S	0.413 N/S	0.511 x	0.328 N/S
GETRUS			1.0	0.074 N/S	0.477 x	0.455 N/S	0.620 xx	0.532 x
LOYMEN				1.0	0.193 N/S	0.479 x	0.423 N/S	0.328 N/S
MOTMEM					1.0	0.559 x	0.525 x	0.629 xx
COMPMEM						1.0	0.633 xx	0.453 N/S
AWRMEM							1.0	0.736 xxx
APPMEM								1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



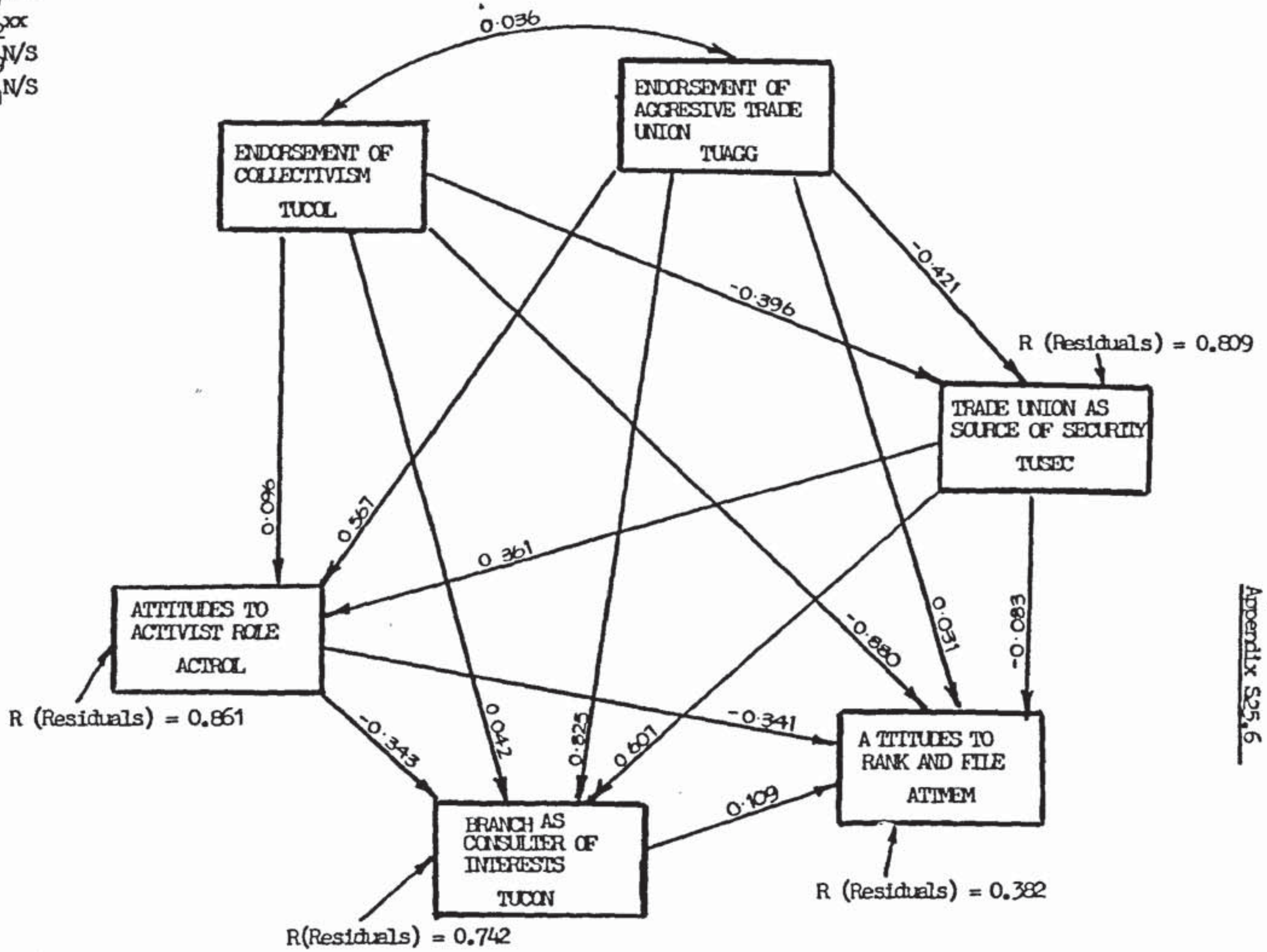
ELECTRICITY BRANCH ACTIVISTS: TRADE UNION AT WORK - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTROL	ATTMEM
TUSEC	1.0	0.205 N/S	-0.411 N/S	-0.435 N/S	0.075 N/S	0.262 N/S
TUCON		1.0	-0.167 N/S	0.421 N/S	0.043 N/S	0.237 N/S
TUCOL			1.0	0.036 N/S	0.032 N/S	-0.852 xx
TUAGG				1.0	0.414 N/S	-0.059 N/S
ACTROL					1.0	-0.301 N/S
ATTMEM						1.0

N/S Not statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



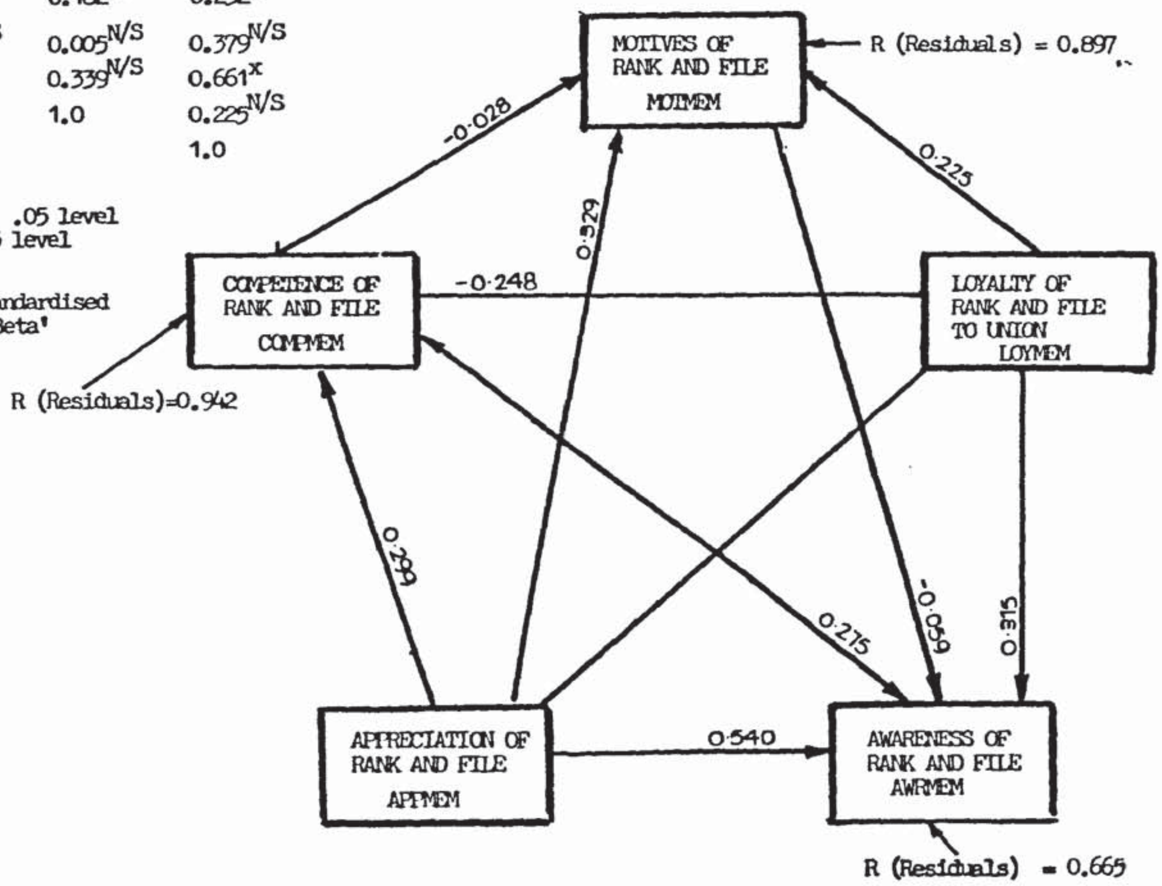
ELECTRICITY BRANCH ACTIVISTS: ATTITUDES TOWARDS RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	LOYMEM	MOTMEM	AWRMEM	COMPMEM	APPMEM
LOYMEM	1.0	0.313 N/S	0.384 N/S	0.182 N/S	0.252 N/S
MOTMEM		1.0	0.251 N/S	0.005 N/S	0.379 N/S
AWRMEM			1.0	0.339 N/S	0.661 x
COMPMEM				1.0	0.225 N/S
APPMEM					1.0

N/S Not statistically significant at P< .05 level
x Statistically significant at P< .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



ELECTRICITY BRANCH, ACTIVISTS: TRADE UNION AND MANAGEMENT - INTERACTION BETWEEN SUB-ATTITUDES

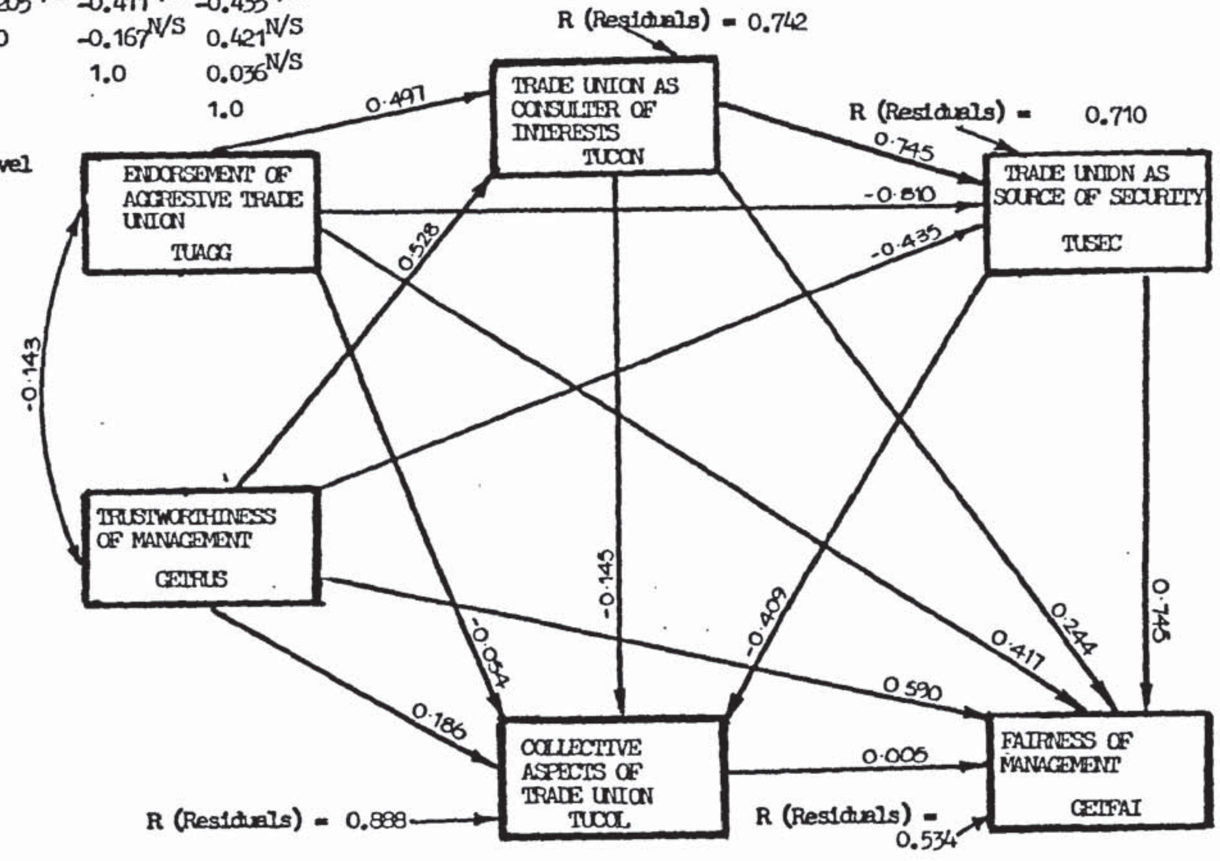
ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.645 x	0.013 N/S	0.716 xx	-0.006 N/S	0.378 N/S
GETRUS		1.0	0.022 N/S	0.457 N/S	0.118 N/S	-0.143 N/S
TUSEC			1.0	0.205 N/S	-0.411 N/S	-0.435 N/S
TUCON				1.0	-0.167 N/S	0.421 N/S
TUCOL					1.0	0.036 N/S
TUAGG						1.0

N/S Not statistically significant at P < .05 level

x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



ELECTRICITY BRANCH, ACTIVISTS: ACTIVIST ROLE

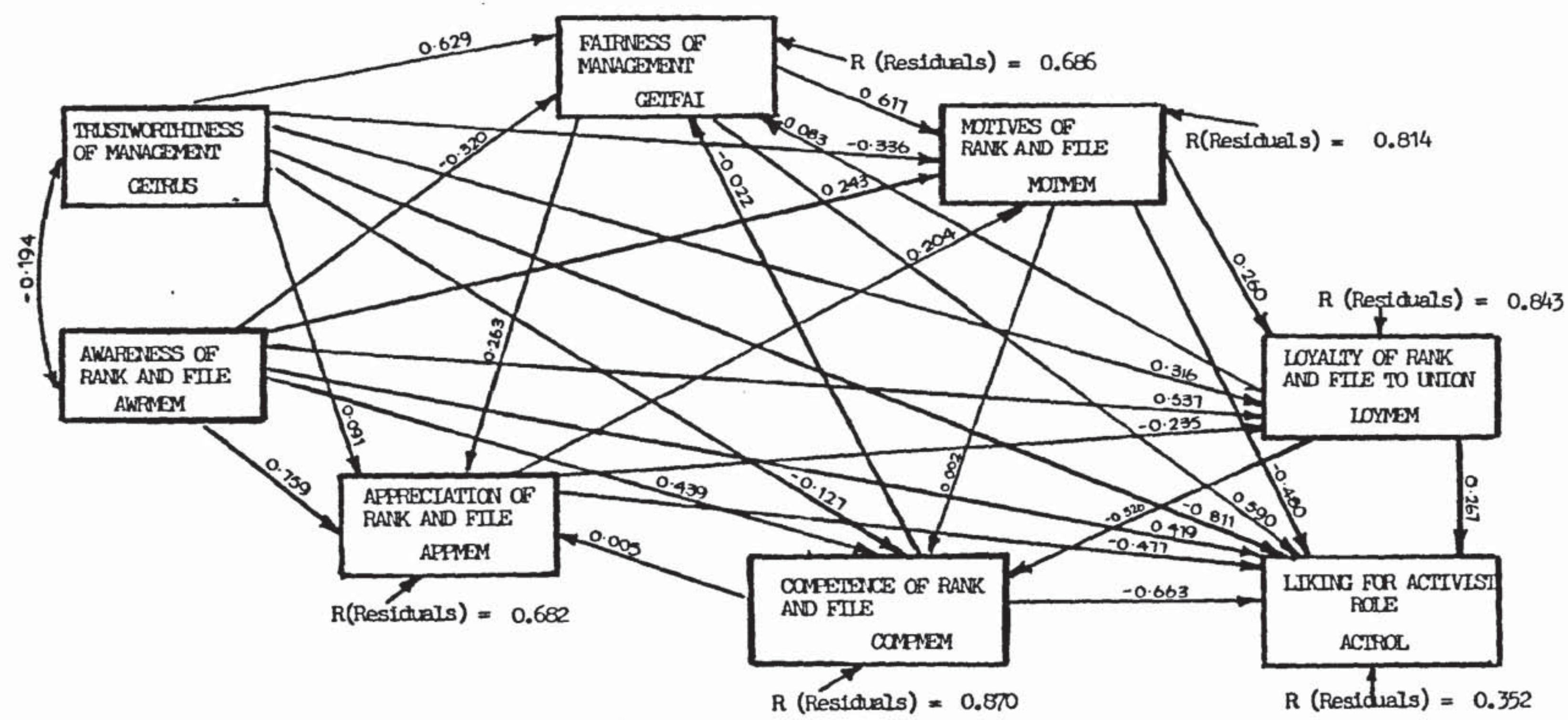
MANAGEMENT AND RANK AND FILE MEMBERS – INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	ACTROL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
ACTROL	1.0	-0.183 N/S	-0.348 N/S	0.241 N/S	-0.305 N/S	-0.482 N/S	-0.165 N/S	-0.505 N/S
GETFAI		1.0	0.645 x	0.206 N/S	0.342 N/S	-0.046 N/S	-0.312 N/S	0.085 N/S
GETRUS			1.0	0.196 N/S	0.038 N/S	-0.276 N/S	-0.194 N/S	0.112 N/S
LOYMEN				1.0	0.313 N/S	-0.182 N/S	0.384 N/S	0.252 N/S
MOTMEM					1.0	0.005 N/S	0.251 N/S	0.379 N/S
COMPMEM						1.0	0.339 N/S	0.225 N/S
AWRMEM							1.0	0.661 x
APPMEM								1.0

N/S Not statistically significant at P< .05 level
x Statistically significant at P< 05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



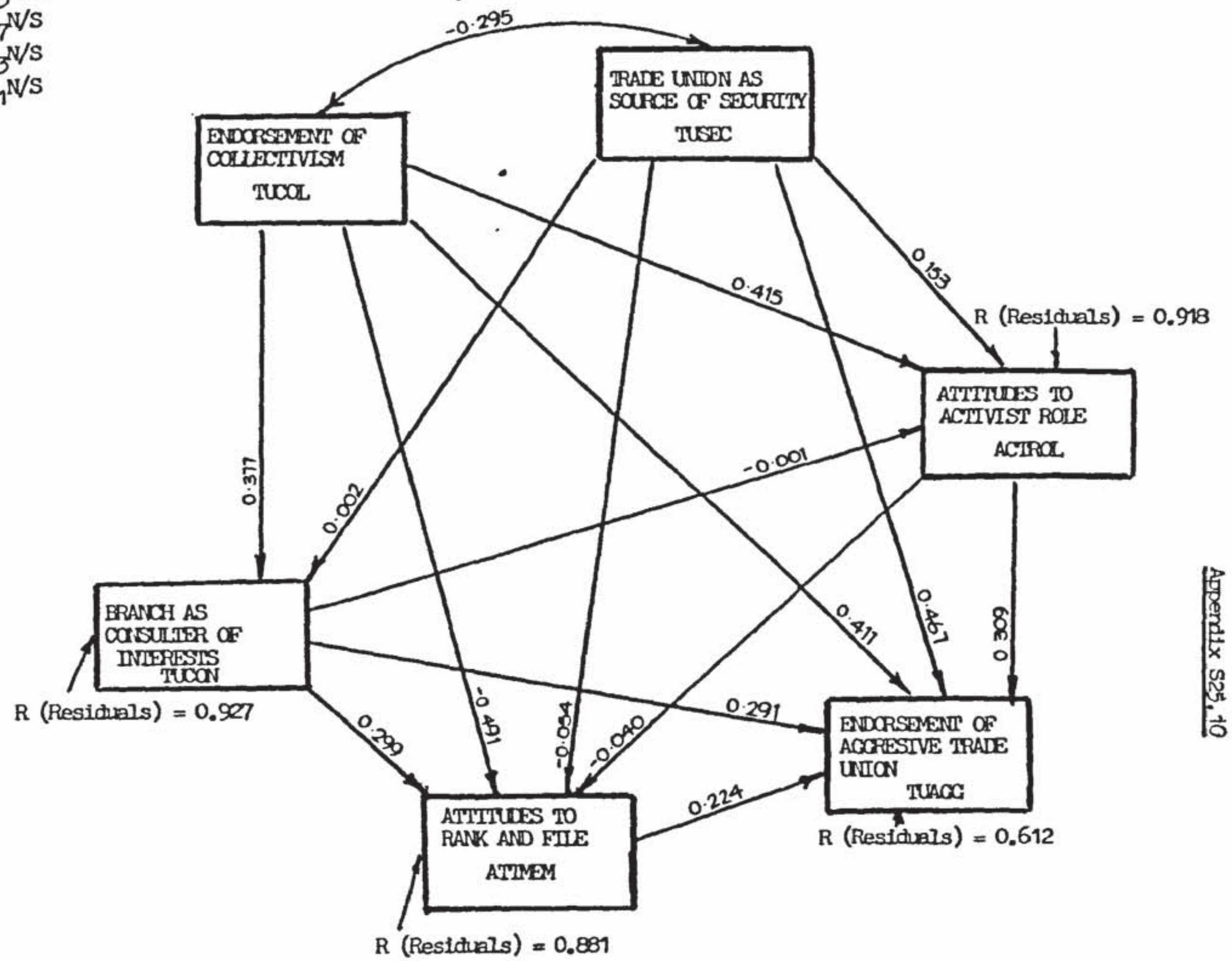
LOCAL AUTHORITY BRANCH 1, ACTIVISTS: TRADE UNION AT WORK - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTROL	ATTMEM
TUSEC	1.0	−0.109 N/S	−0.295 N/S	0.336 N/S	0.030 N/S	0.057 N/S
TUCON		1.0	0.376 N/S	0.464 x	0.139 N/S	0.115 N/S
TUCOL			1.0	0.413 x	0.370 N/S	−0.377 N/S
TUAGG				1.0	0.475 x	0.073 N/S
ACTROL					1.0	−0.181 N/S
ATTMEM						1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



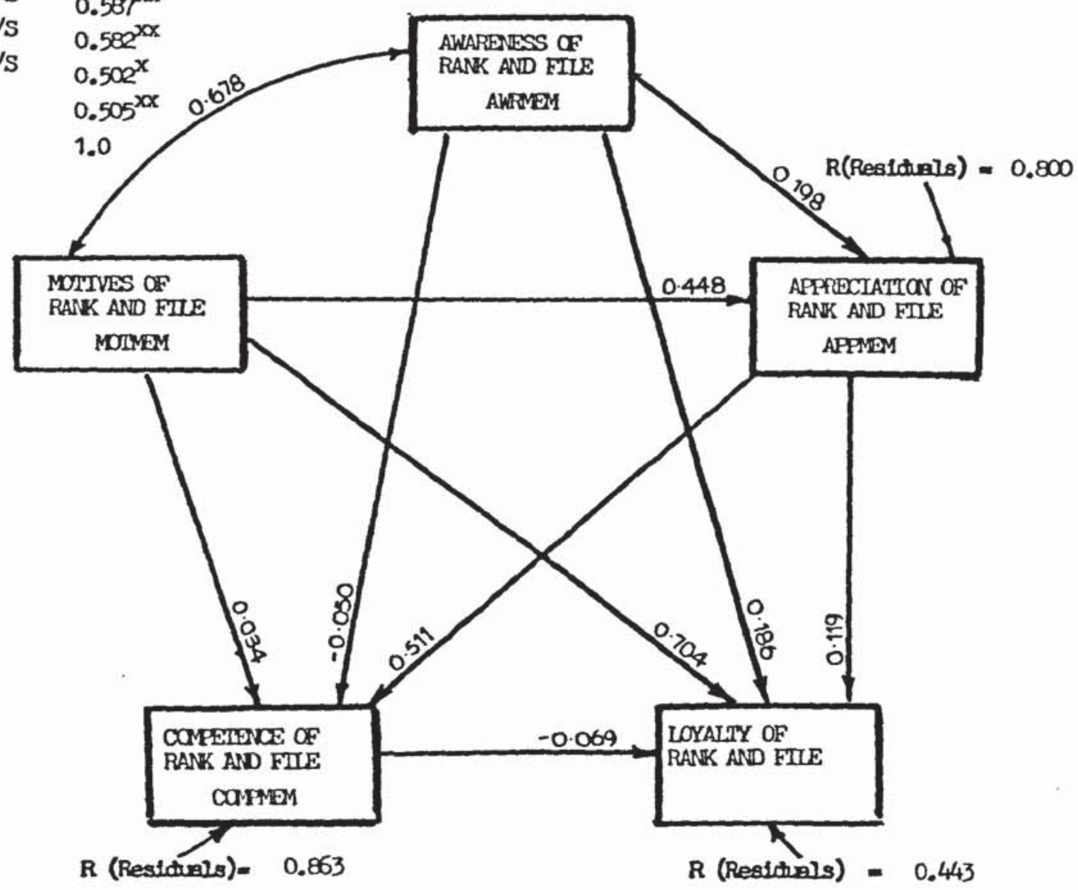
LOCAL AUTHORITY BRANCH 1 ACTIVISTS: ATTITUDES TOWARDS RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	LOYMEM	MOTMEM	AWRMEM	COMPMEM	APPMEM
LOYMEM	1.0	0.879 xxx	0.708 xxx	0.243 N/S	0.587 xx
MOTMEM		1.0	0.678 xxx	0.297 N/S	0.582 xx
AWRMEM			1.0	0.229 N/S	0.502 x
COMPMEM				1.0	0.505 xx
APPMEM					1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



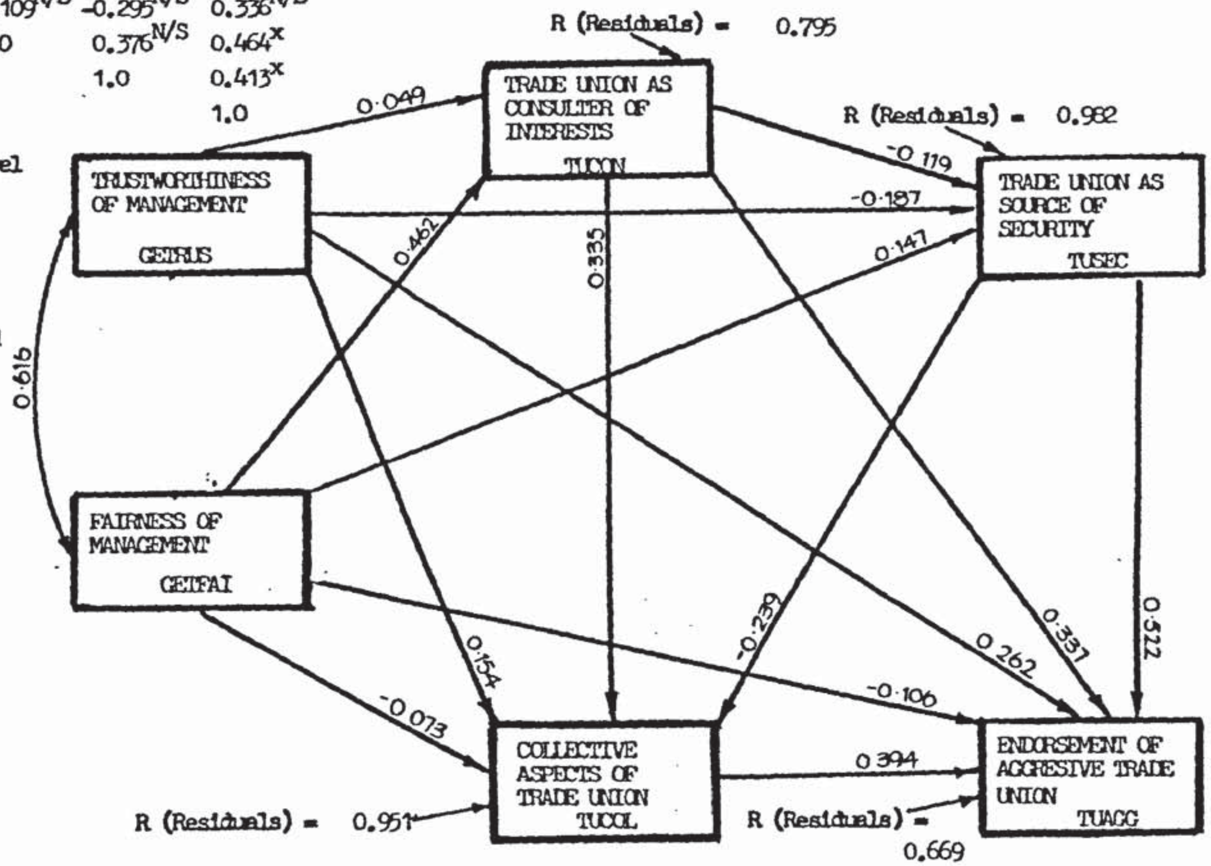
LOCAL AUTHORITY BRANCH 1, ACTIVISTS: TRADE UNION AND MANAGEMENT - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.616 xxx	-0.027 N/S	0.492 xx	0.193 N/S	0.283 N/S
GETRUS		1.0	-0.136 N/S	0.333 N/S	0.253 N/S	0.283 N/S
TUSEC			1.0	-0.109 N/S	-0.295 N/S	0.336 N/S
TUCON				1.0	0.376 N/S	0.464 x
TUCOL					1.0	0.413 x
TUAGG						1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



LOCAL AUTHORITY BRANCH 1 ACTIVISTS: ACTIVIST ROLE, MANAGEMENT AND RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

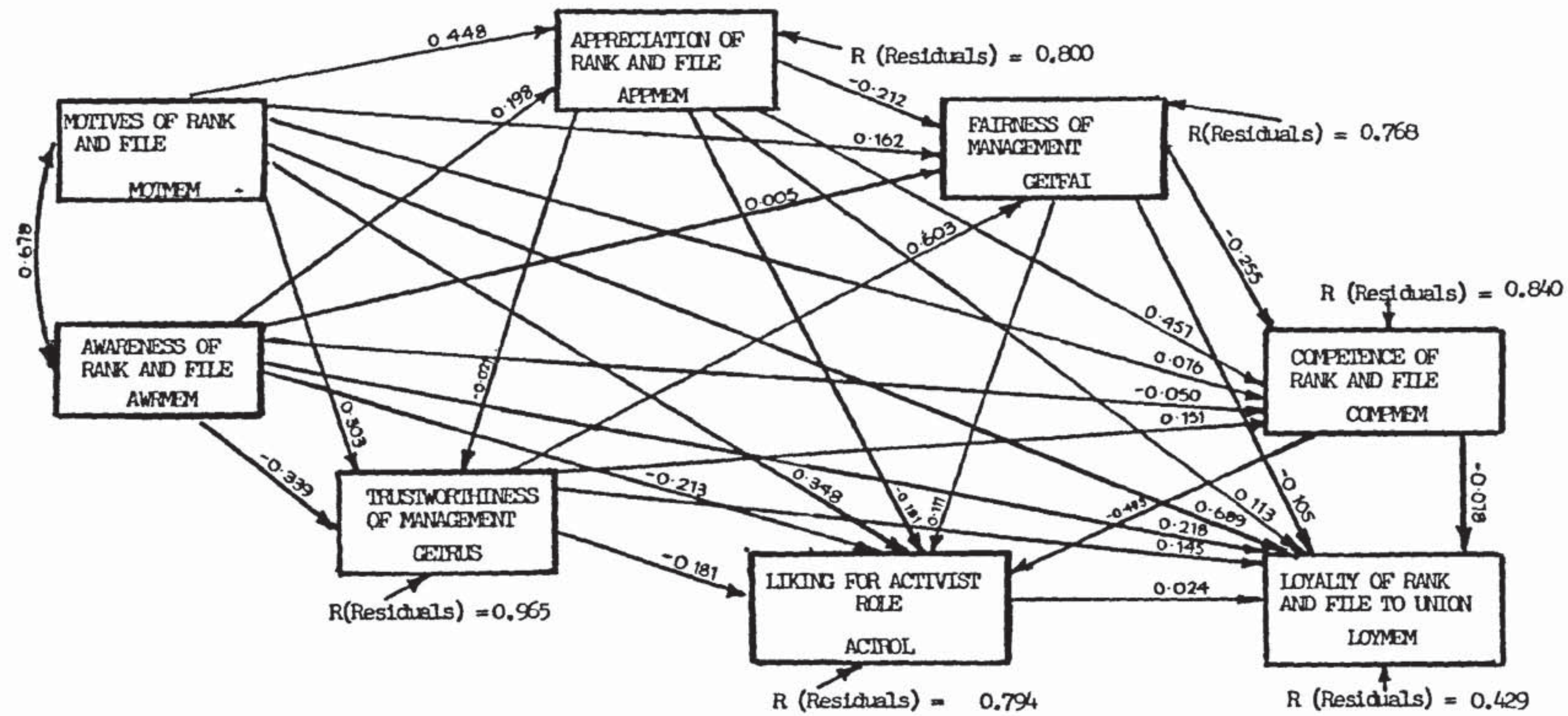
ZERO ORDER CORRELATION COEFFICIENTS

	ACTROL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
ACTROL	1.0	0.166 N/S	-0.058 N/S	-0.065 N/S	-0.047 N/S	-0.542 xx	-0.160 N/S	-0.339 N/S
GETFAI		1.0	0.616 xxx	0.028 N/S	0.079 N/S	-0.208 N/S	-0.078 N/S	-0.124 N/S
GETRUS			1.0	0.088 N/S	0.061 N/S	-0.001 N/S	-0.144 N/S	-0.015 N/S
LOYMEN				1.0	0.879 xxx	0.243 N/S	0.708 xxx	0.587 xx
MOTMEM					1.0	0.297 N/S	0.678 xxx	0.582 xx
COMPMEM						1.0	0.229 N/S	0.504 xx
AWRMEM							1.0	0.502 xx
APPMEM								1.0

N/S Not statistically significant at P < .05 level

xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



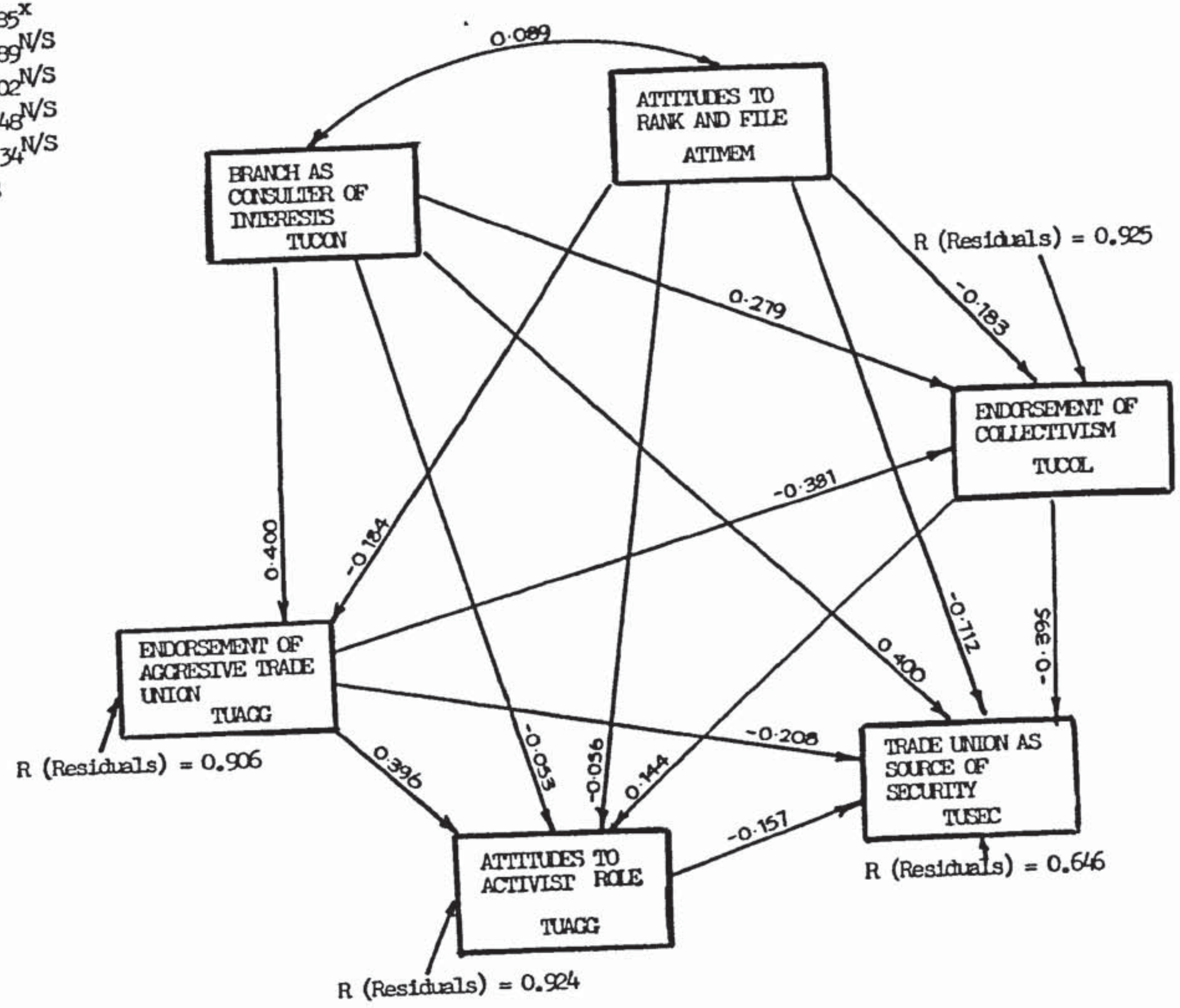
LOCAL AUTHORITY BRANCH 2, ACTIVISTS: TRADE UNION AT WORK – INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	TUSEC	TUCON	TUCOL	TUAGG	ACTROL	ATTMEM
TUSEC	1.0	0.194 N/S	-0.232 N/S	0.094 N/S	-0.108 N/S	-0.585 x
TUCON		1.0	0.116 N/S	0.383 N/S	0.110 N/S	0.089 N/S
TUCOL			1.0	-0.247 N/S	0.045 N/S	-0.102 N/S
TUAGG				1.0	0.348 N/S	-0.148 N/S
ACTROL					1.0	-0.134 N/S
ATTMEM						N/S

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



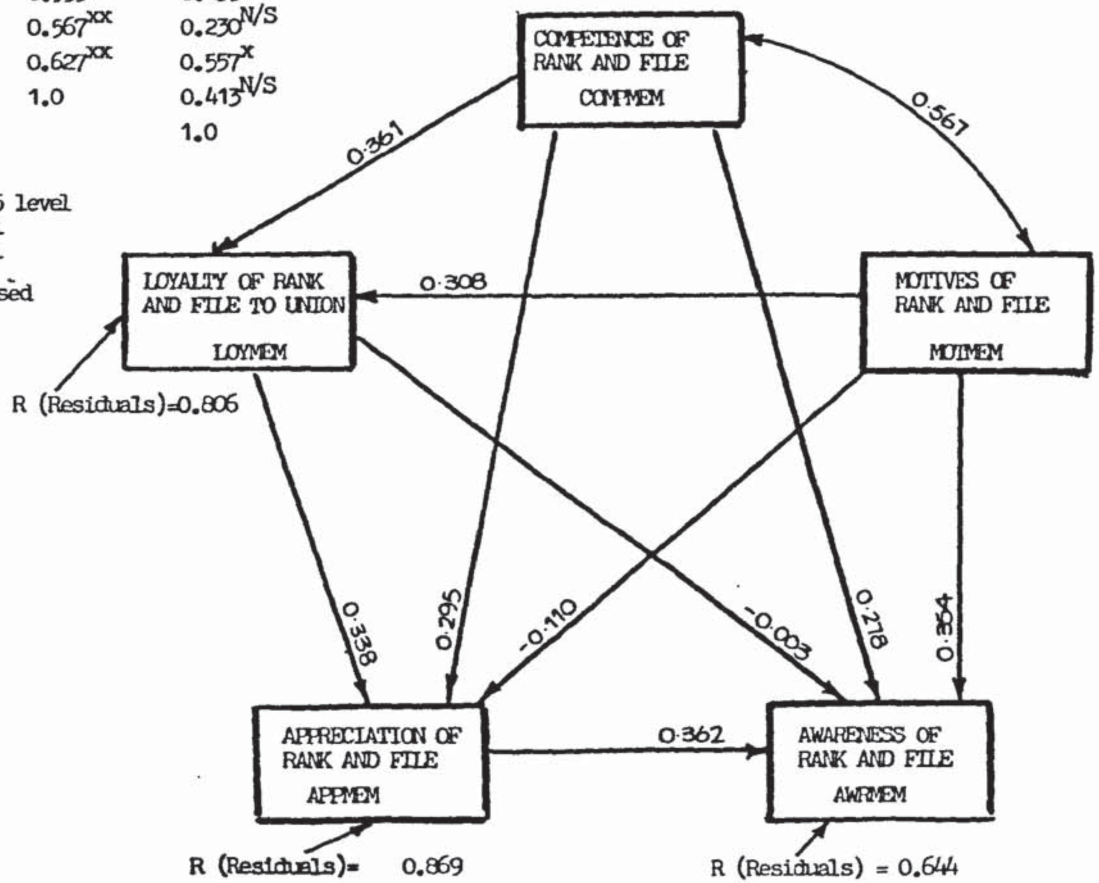
LOCAL AUTHORITY BRANCH 2 ACTIVISTS: ATTITUDES TOWARDS RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	LOYMEN	MOTMEN	AWRMEM	COMPMEM	APPMEM
LOYMEM	1.0	0.513^{x}	0.487^{x}	0.535^{x}	$0.439^{N/S}$
MOTMEM		1.0	0.594^{xx}	0.567^{xx}	$0.230^{N/S}$
AWRMEM			1.0	0.627^{xx}	0.557^{x}
COMPMEM				1.0	$0.413^{N/S}$
APPMEM					1.0

N/S Not statistically significant at $P <$ .05 level
x Statistically significant at $P <$ .05 level
xx Statistically significant at $P <$ .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



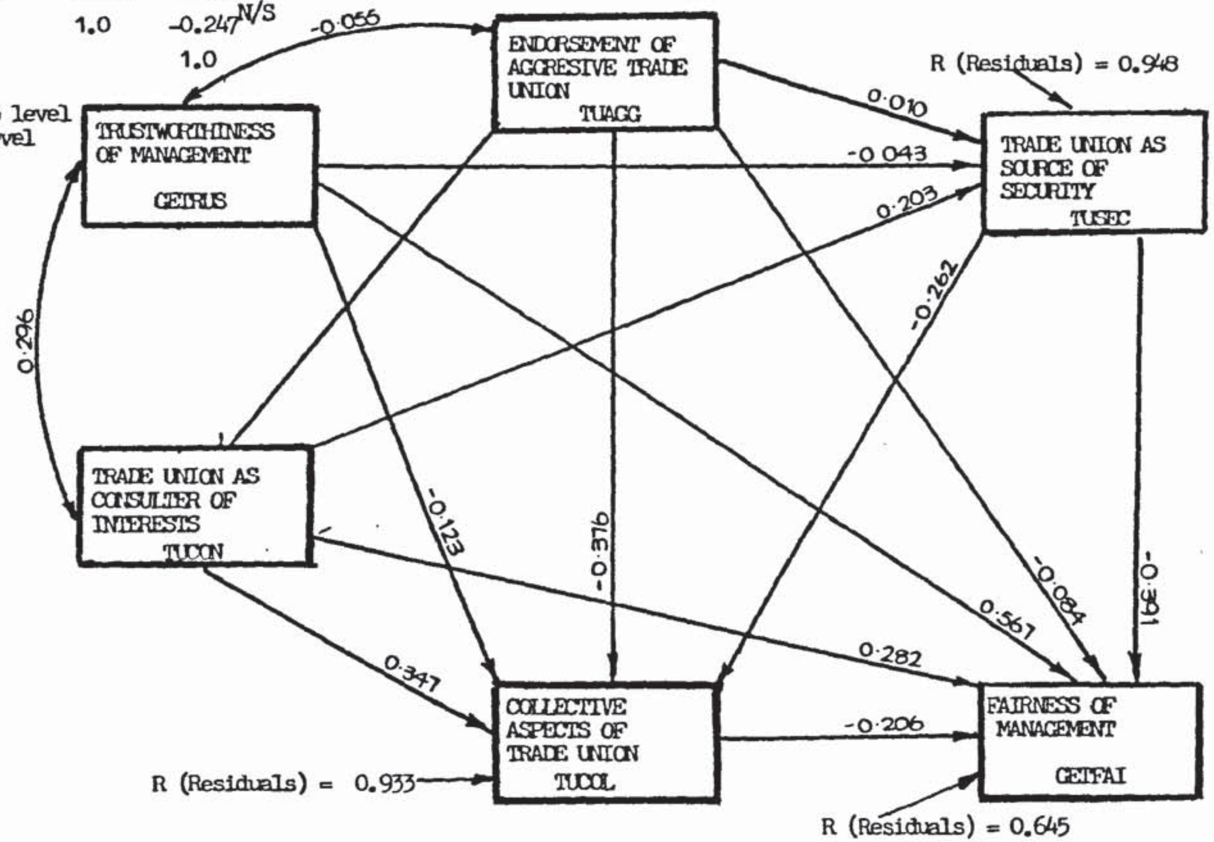
LOCAL AUTHORITY BRANCH 2, ACTIVISTS: TRADE UNION AND MANAGEMENT - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	GETFAI	GETRUS	TUSEC	TUCON	TUCOL	TUAGG
GETFAI	1.0	0.651 xx	-0.287 N/S	0.318 N/S	-0.041 N/S	-0.055 N/S
GETRUS		1.0	0.016 N/S	0.296 N/S	0.037 N/S	-0.163 N/S
TUSEC			1.0	0.194 N/S	-0.232 N/S	0.094 N/S
TUCON				1.0	0.116 N/S	0.383 N/S
TUCOL					1.0	-0.247 N/S
TUAGG						1.0

N/S Not statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



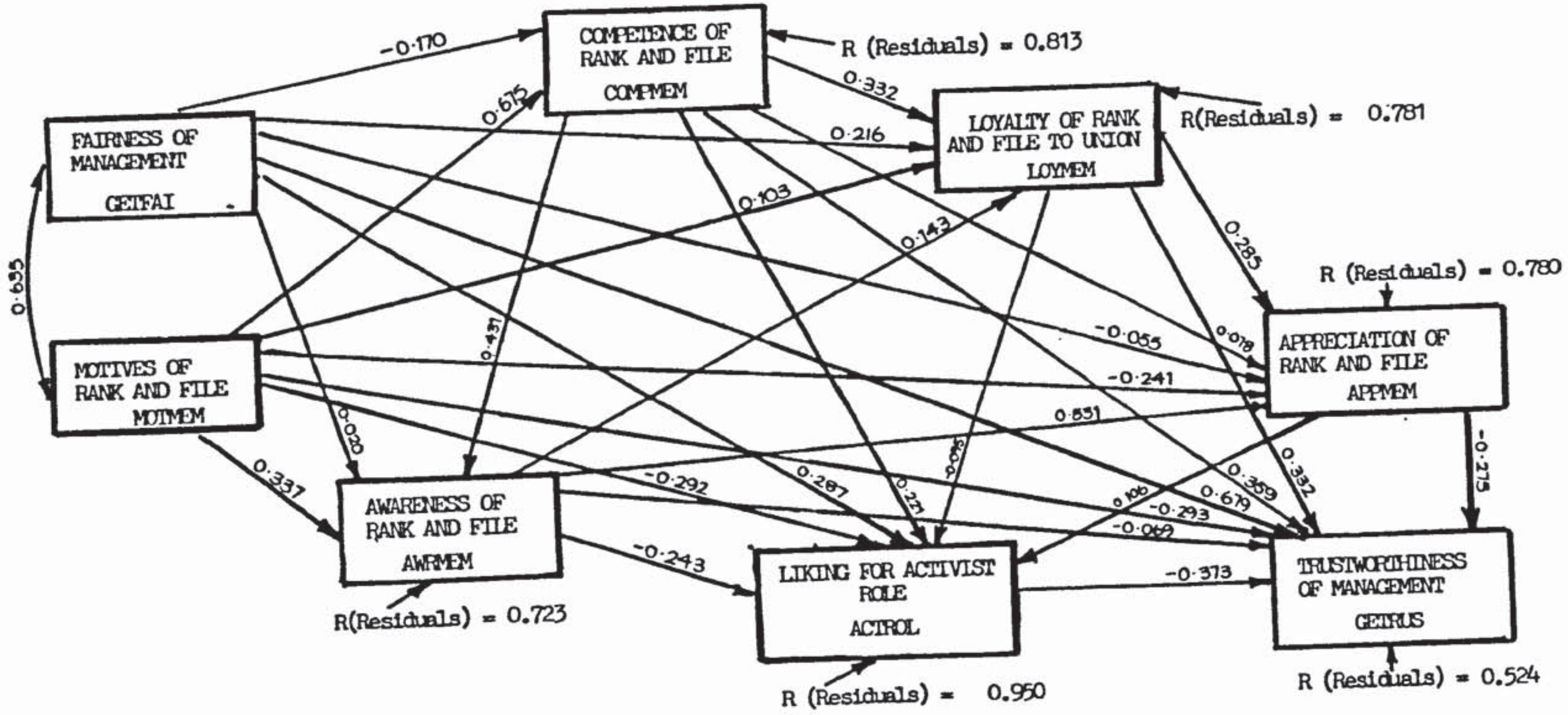
LOCAL AUTHORITY BRANCH 2 ACTIVISTS: ACTIVISTS,
MANAGEMENT AND RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	ACTROL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
ACTROL	1.0	0.047$^{N/S}$	-0.318$^{N/S}$	-0.079$^{N/S}$	-0.153$^{N/S}$	-0.030$^{N/S}$	-0.166$^{N/S}$	-0.014$^{N/S}$
GETFAI		1.0	0.651^{xx}	0.416$^{N/S}$	0.635^{xx}	0.259$^{N/S}$	0.345$^{N/S}$	0.115$^{N/S}$
GETRUS			1.0	0.532^{x}	0.464^{x}	0.400$^{N/S}$	0.287$^{N/S}$	-0.004$^{N/S}$
LOYMEN				1.0	0.513^{x}	0.535^{x}	0.487^{x}	0.439$^{N/S}$
MOTMEM					1.0	0.567^{xx}	0.594^{xx}	0.230$^{N/S}$
COMPMEM						1.0	0.627^{xx}	0.413$^{N/S}$
AWRMEM							1.0	0.557^{x}
APPMEM								1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P< .05 level
xx Statistically significant at P< .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



DESIGN FOR SHOP STEWARD CONSTITUENCIES: DERIVATION OF INDICES - ALL BRANCHES

		GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
S_1	Existence of fixed constituencies of members for each steward/representative	7	5	5	3
S_2	Basis on which constituencies selected	10	7	5	5
	INDEX OF DESIGN FOR SHOP STEWARD CONSTITUENCIES $S_1 \times S_2$	70	35	25	15

FORMAL PROVISION TO INFORM AND SENSE RANK AND FILE OPINION: DERIVATION OF INDICES - ALL BRANCHES

		MEAN SCORES: ALL BRANCH ACTIVISTS			
		GAS BRANCH N = 18	ELECTRICITY BRANCH N = 13	LOCAL AUTHORITY BRANCH 1 N = 25	LOCAL AUTHORITY BRANCH 2 N = 20
INFORM AND SENSE VIA MEETINGS	M_1 Frequency of Branch Executive Meetings (number per year)	12.000	12.000	12.000	10.000
	M_2 Branch Executive Meetings - closed to all but executive members or open to rank and file.	1.800	1.811	1.853	1.000
	M_3 Number of Open General Meetings held each year (excluding those called for emergency purposes to deal with specific issues)	1.300	1.727	1.600	1.395
	Sub-score M = $(M_1 \times M_2) + M_3$	22.900	23.459	23.836	11.395
INFORM AND SENSE VIA BRANCH WRITTEN COMMUNICATIONS	C_1 Existence of branch magazine or newsletter	2.000	1.500	1.600	1.800
	C_2 Frequency issues (number per year)	6.670	7.083	4.2	6.750
	C_3 Proportion of membership who receive magazine/newsletter	0.928	0.458	0.850	1.000
	C_4 Use of magazine to inform/brief membership on issues of concern.	2.000	1.000	1.280	1.800
	C_5 Extent to which magazine provokes comment from membership	2.056	1.333	1.640	1.800
	C_6 Usefulness of rank and file comments to help decide policy or action.	2.167	1.750	1.560	1.600
	Sub-score C = $\left[(C_1 \times C_2) + (C_4 \times C_5 \times C_6)\right] C_3$	20.649	5.935	8.496	17.334
INDEX: FORMAL PROVISION TO INFORM AND SENSE RANK AND FILE OPINION M + C		43.549	29.394	32.332	28.729

CENTRALISATION OF AUTHORITY: DERIVATION OF INDICES - ALL BRANCHES

		GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
CENTRALISED AUTHORITY IN DECISION MAKING	E_1 Existence of autonomous committees of Representatives/Stewards	3	5	3	3
	E_2 Whether all representatives/stewards sit on Branch Executive Committee	1	1	1	1
	E_3 Existence of inner committee drawn from Branch Executive Members to Conduct Affairs of Branch	1	1	1	1
	Sub-score $E = E_1 \times E_2 \times E_3$ (Minimum 0) (Maximum 50)	3	5	3	3
CENTRALISED AUTHORITY IN NEGOTIATION	N_1 Method of negotiating cases/issues other than in formal committees	0	5	5	5
	N_2 Composition of formal negotiating committees (trade union side)	3	3	5	3
	Sub-score $N = N_1 \times N_2$ (Minimum 0) (Maximum 25)	0	15	25	15
CENTRALISED AUTHORITY IN RELATIONS WITH WIDER TRADE UNION	T_1 Branch representation on District Council	3	3	3	5
	T_2 Branch representation on District Service Conditions Committee	3	3	3	5
	Sub-score $T = T_1 \times T_2$ (Minimum 0) (Maximum 25)	9	9	9	25
INDEX OF CENTRALISED AUTHORITY IN BRANCH $E + N + T$		12	29	37	43

PERCEIVED OPPORTUNITY FOR STEWARD AUTONOMY - MEAN OF BRANCH ACTIVIST SCORES

GAS BRANCH N = 18		ELECTRICITY BRANCH N = 13		LOCAL AUTHORITY BRANCH 1 N = 25		LOCAL AUTHORITY BRANCH 2 N = 20		DIFFERENCE BETWEEN BRANCHES	
Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Significance
74.583	20.815	53.292	28.442	26.580	21.223	26.480	22.894	27.370 df=6	xxx

xxx Statistically significant at P $<$ .001 level

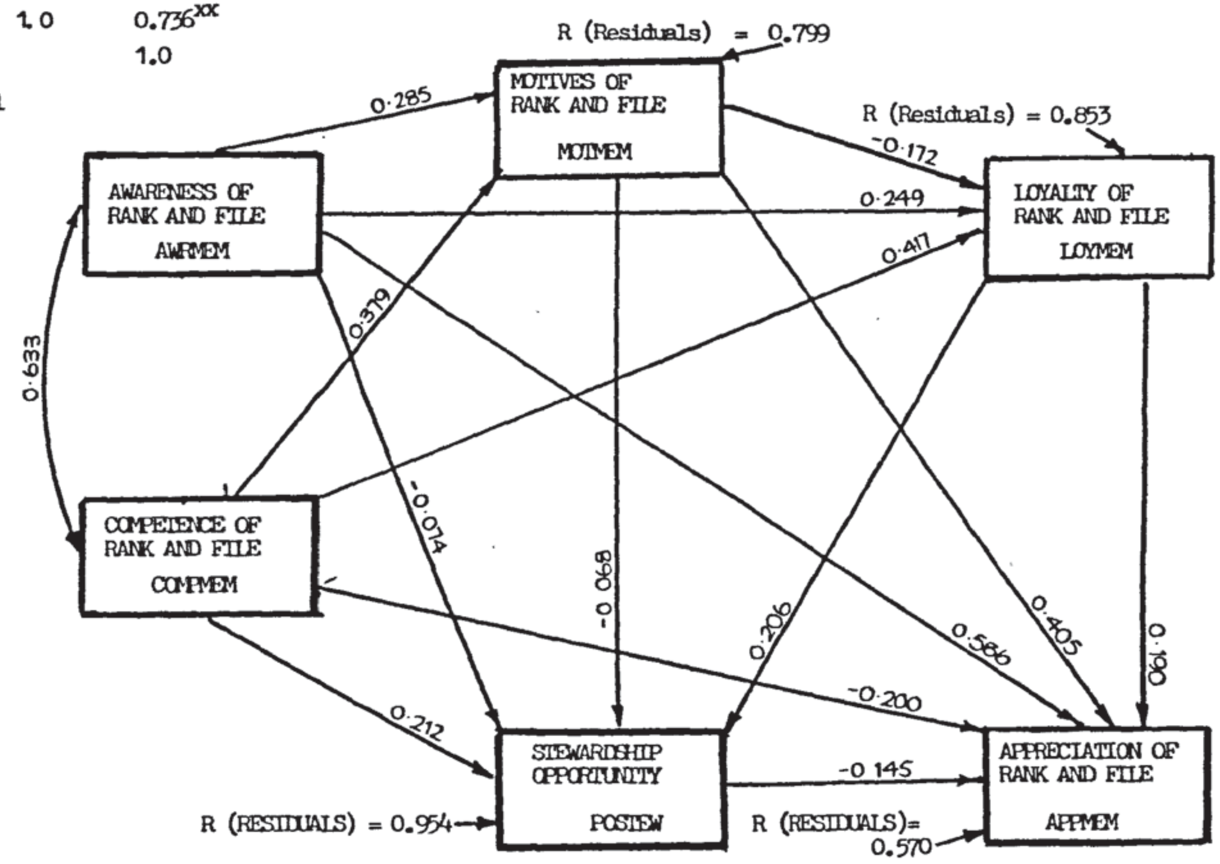
GAS BRANCH ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND OPINIONS OF RANK AND FILE – INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	COMPMEM	LOYMEM	MOTMEM	AWRMEM	APPMEM
POSTEW	1.0	0.226 N/S	0.263 N/S	0.051 N/S	0.112 N/S	-0.054 N/S
COMPMEM		1.0	0.479 x	0.559 x	0.633 xx	0.455 N/S
LOYMEM			1.0	0.193 N/S	0.423 N/S	0.382 N/S
MOTMEM				1.0	0.525 x	0.629 xx
AWRMEM					1.0	0.736 xx
APPMEN						1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



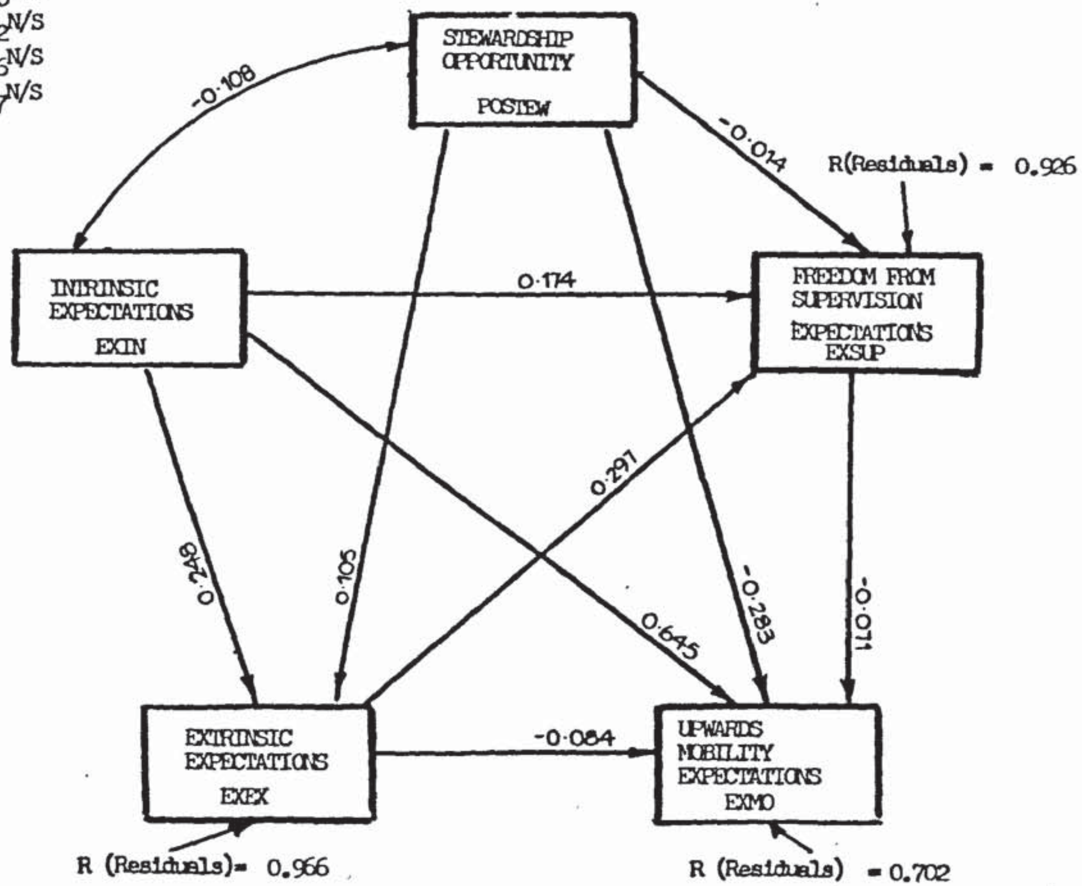
GAS BRANCH ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND EXPECTATIONS OF WORK: INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	EXMO	EXIN	EXEX	EXSUP
POSTEW	1.0	-0.358 N/S	-0.108 N/S	0.078 N/S	-0.010 N/S
EXMO		1.0	0.638 xx	0.023 N/S	0.062 N/S
EXIN			1.0	0.237 N/S	0.246 N/S
EXEX				1.0	0.337 N/S
EXSUP					1.0

N/S Not statistically significant at P < .05 level
xx Statistically significant at P < .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



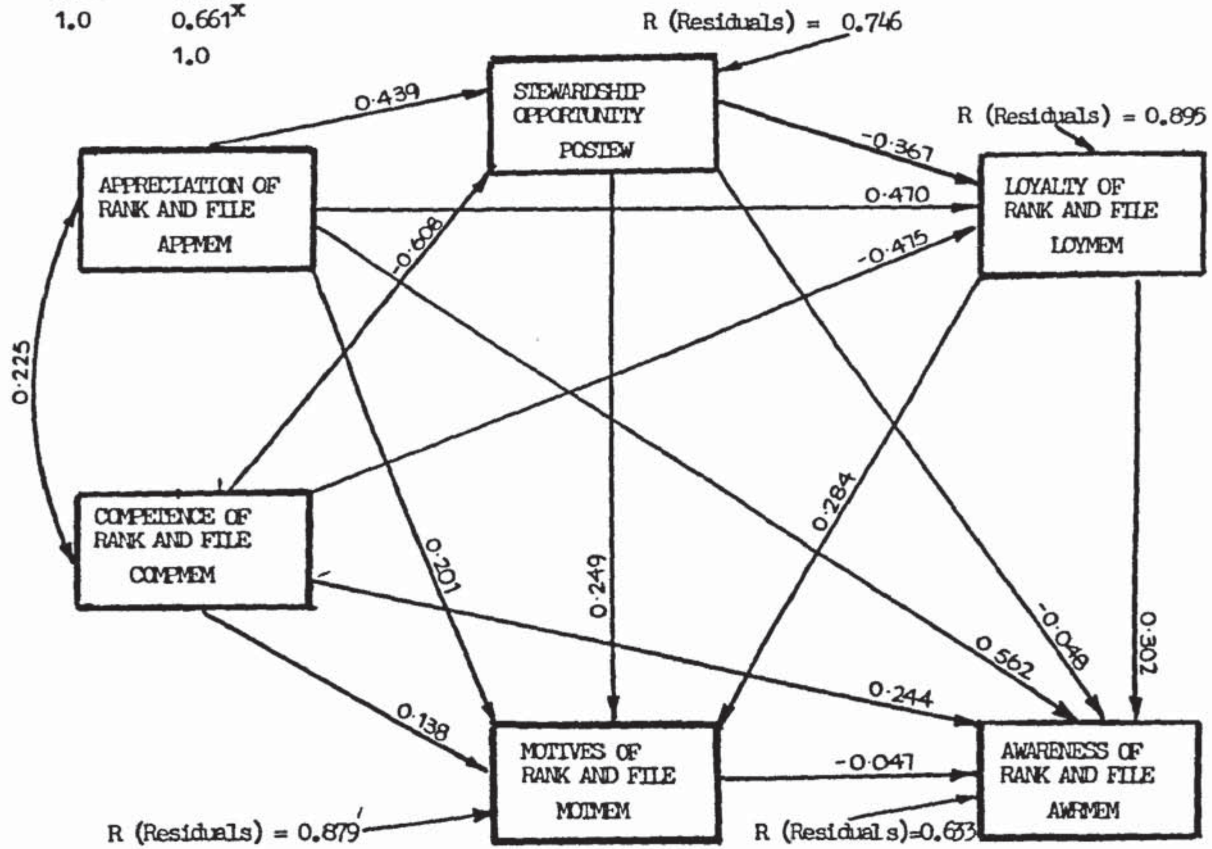
ELECTRICITY BRANCH ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND OPINIONS OF RANK AND FILE - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	COMPMEM	LOYMEM	MOTMEM	AWRMEM	APPMEM
POSTEW	1.0	-0.509 x	0.017 N/S	0.244 N/S	-0.008 N/S	0.302 N/S
COMPMEM		1.0	0.182 N/S	0.005 N/S	0.339 N/S	0.225 N/S
LOYMEM			1.0	0.313 N/S	0.384 N/S	0.252 N/S
MOTMEM				1.0	0.251 N/S	0.379 N/S
AWRMEM					1.0	0.661 x
APPMEM						1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



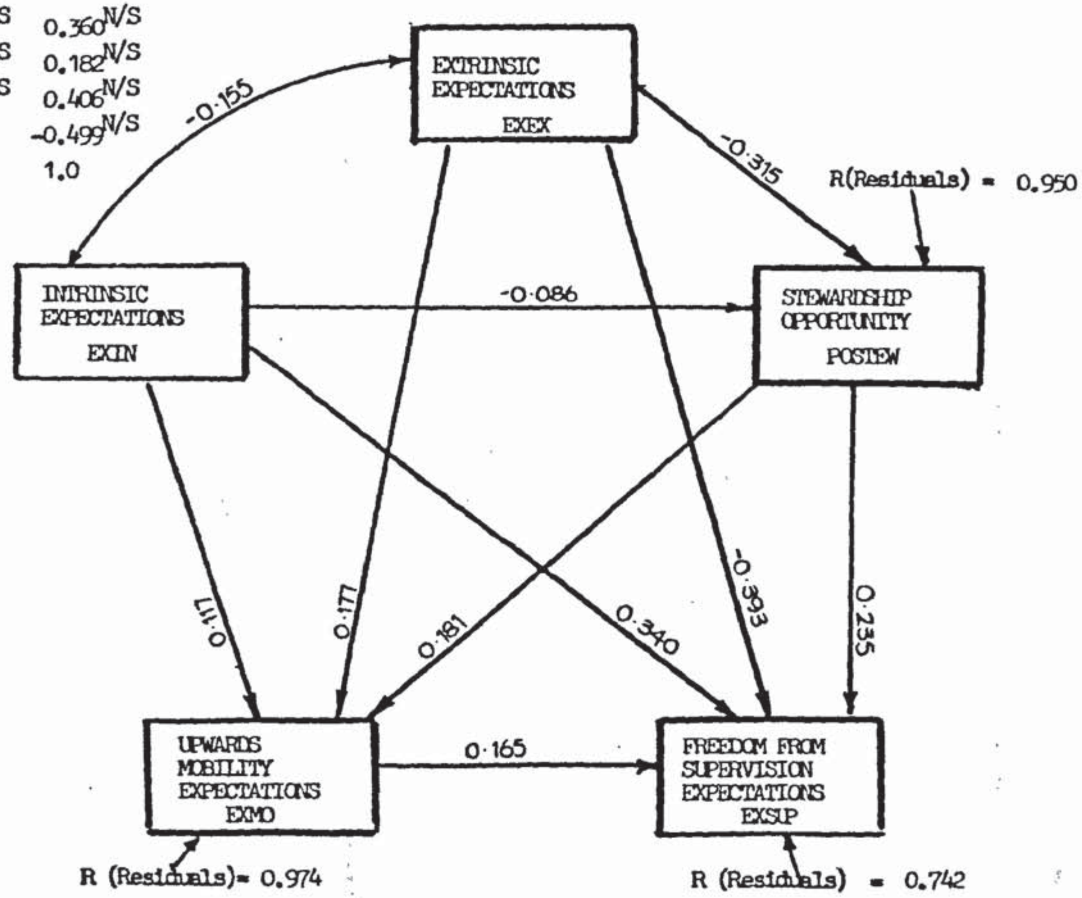
ELECTRICITY BRANCH ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND EXPECTATIONS OF WORK: INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	EXMO	EXIN	EXEX	EXSUP
POSTEW	1.0	0.124 N/S	-0.038 N/S	-0.301 N/S	0.360 N/S
EXMO		1.0	0.083 N/S	0.104 N/S	0.182 N/S
EXIN			1.0	-0.155 N/S	0.406 N/S
EXEX				1.0	-0.499 N/S
EXSUP					1.0

N/S Not statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



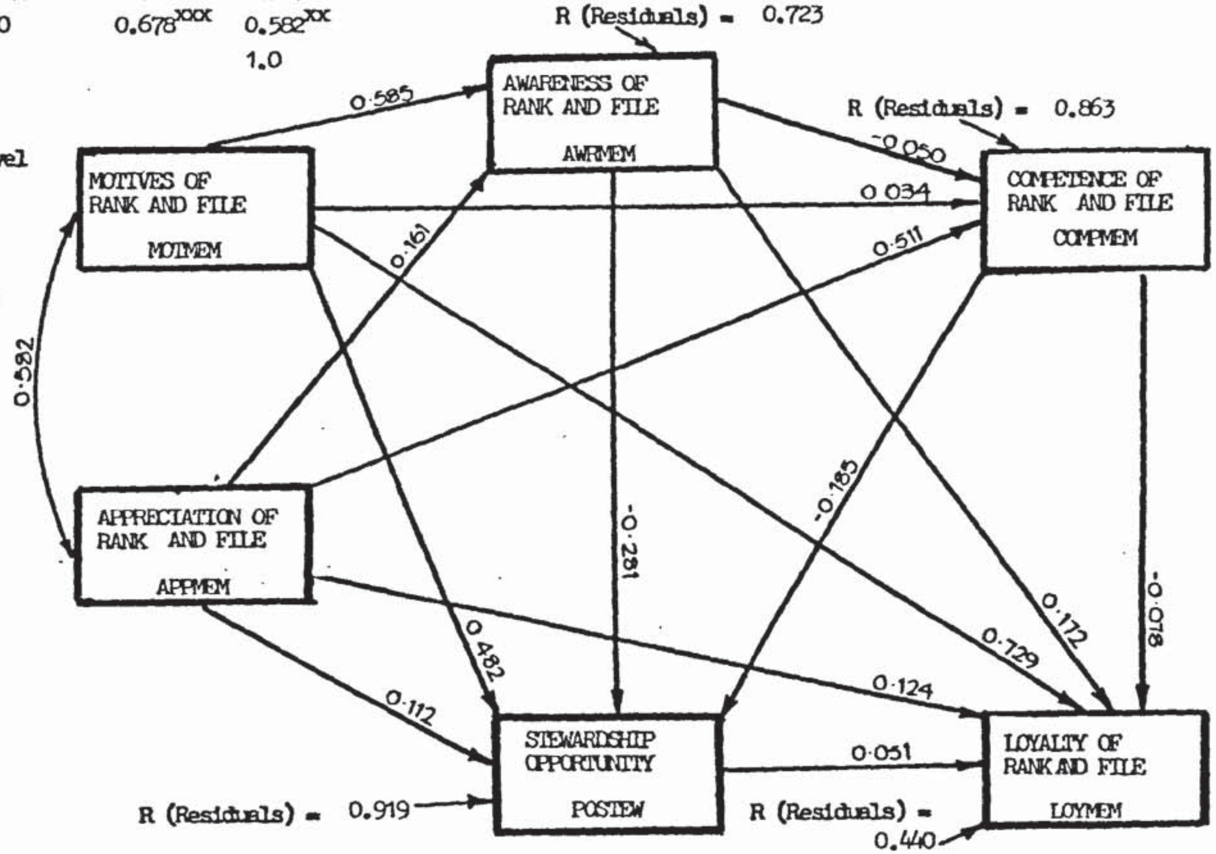
LOCAL AUTHORITY BRANCH 1 ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND OPINIONS OF RANK AND FILE - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	COMPMEM	LOYMEM	MOTMEM	AWRMEM	APPMEM
POSTEW	1.0	-0.050$^{N/S}$	0.203$^{N/S}$	0.301$^{N/S}$	0.060$^{N/S}$	0.158$^{N/S}$
COMPMEM		1.0	0.243$^{N/S}$	0.297$^{N/S}$	0.229$^{N/S}$	0.505^{xx}
LOYMEM			1.0	0.879^{xxx}	0.708^{xxx}	0.587^{xx}
MOTMEM				1.0	0.678^{xxx}	0.582^{xx}
APPMEM						1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level.

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



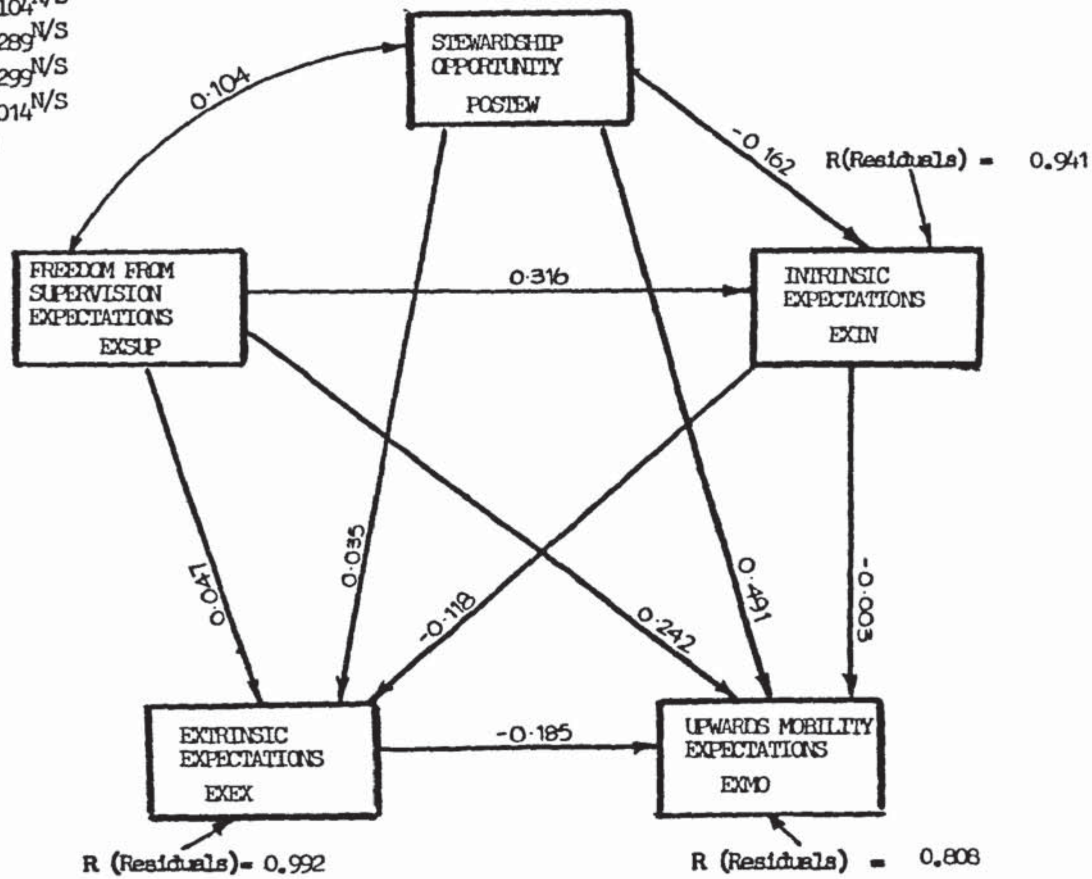
LOCAL AUTHORITY BRANCH 1 ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND EXPECTATIONS OF WORK: INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	EXMO	EXIN	EXEX	EXSUP
POSTEW	1.0	0.506 xx	-0.129 N/S	0.055 N/S	0.104 N/S
EXMO		1.0	0.026 N/S	-0.154 N/S	0.289 N/S
EXIN			1.0	-0.109 N/S	0.299 N/S
EXEX				1.0	0.014 N/S
EXSUP					1.0

N/S Not statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



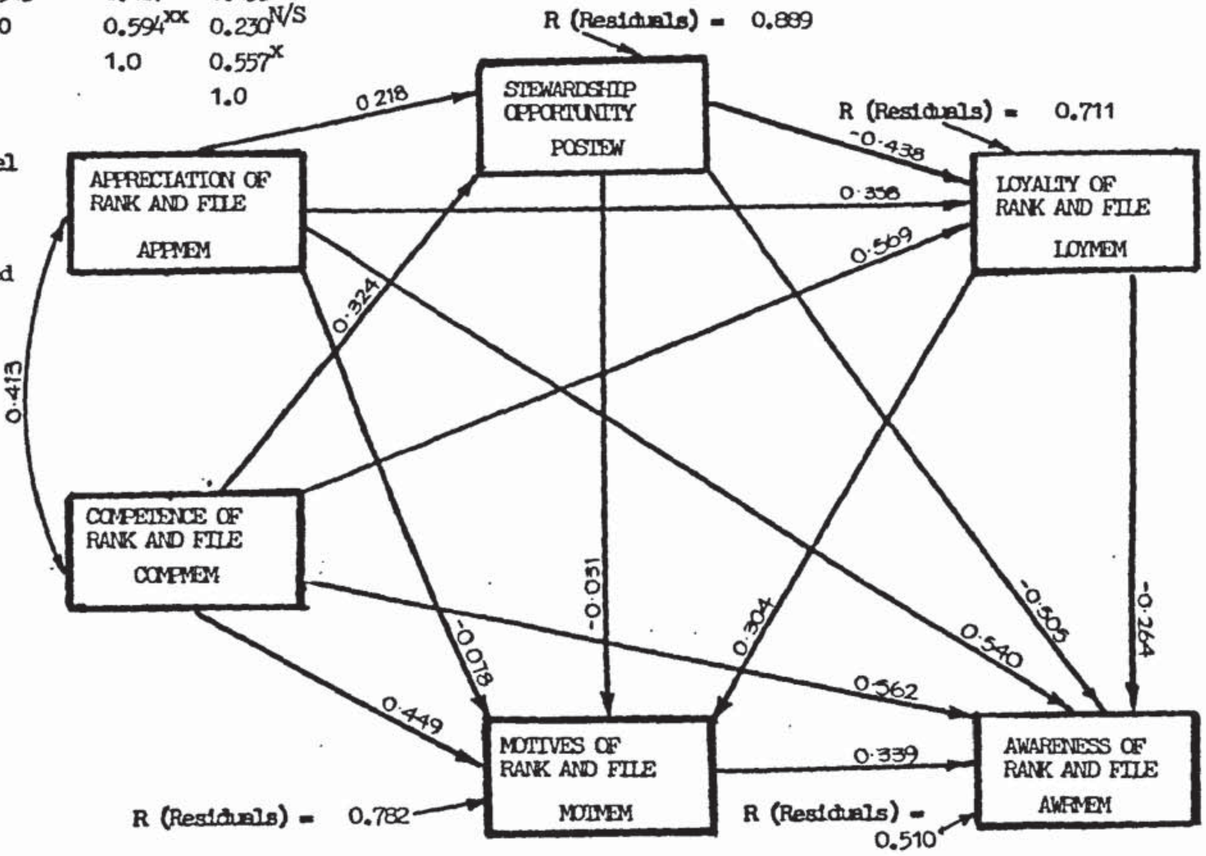
LOCAL AUTHORITY BRANCH 2 ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND OPINIONS OF RANK AND FILE - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	COMPMEM	LOYMEM	MOTMEM	AWRMEM	APPMEM
POSTEW	1.0	0.414 N/S	-0.077 N/S	0.104 N/S	-0.027 N/S	0.351 N/S
COMPMEM		1.0	0.535 x	0.567 xx	0.627 xx	0.413 N/S
LOYMEM			1.0	0.513 x	0.487 x	0.439 N/S
MOTMEM				1.0	0.594 xx	0.230 N/S
AWRMEN					1.0	0.557 x
APPMEM						1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



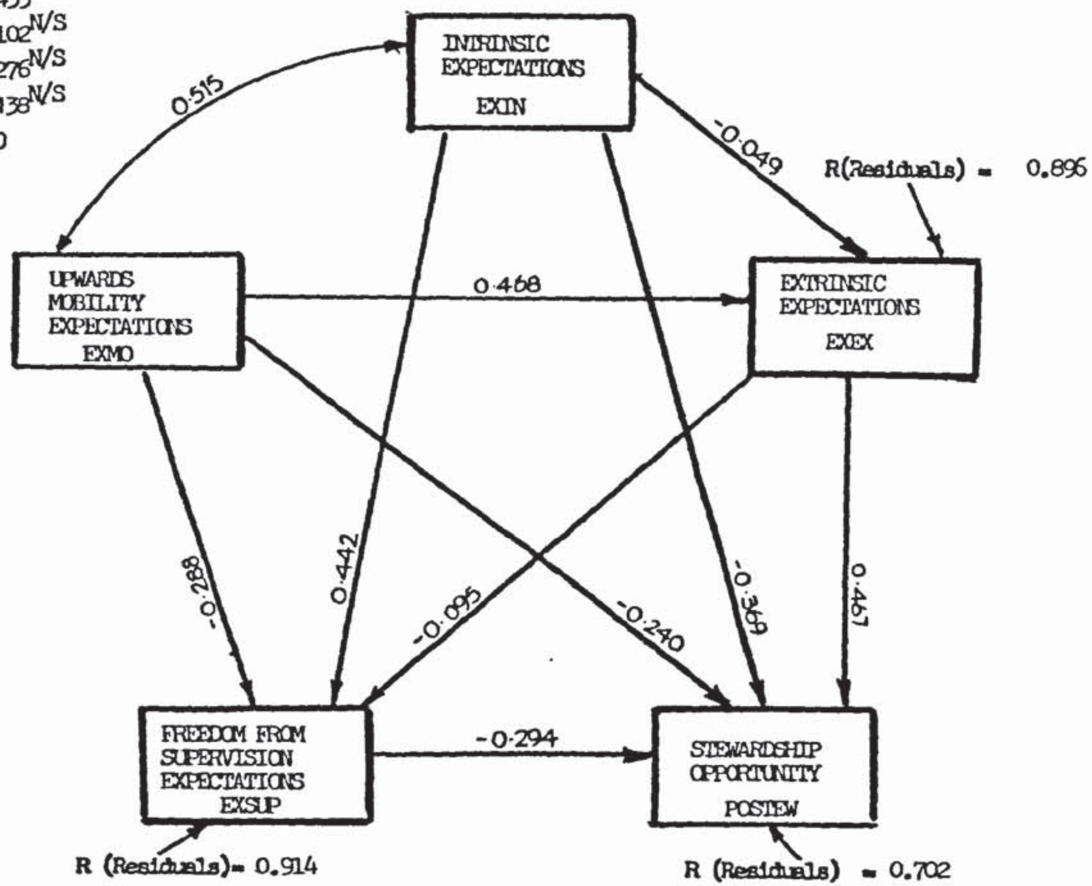
LOCAL AUTHORITY BRANCH 2 ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP AND EXPECTATIONS OF WORK: INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	POSTEW	EXMO	EXIN	EXEX	EXSUP
POSTEW	1.0	-0.193 N/S	-0.483 x	0.331 N/S	-0.435 x
EXMO		1.0	0.515 x	0.443 x	-0.102 N/S
EXIN			1.0	0.192 N/S	0.276 N/S
EXEX				1.0	-0.138 N/S
EXSUP					1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



EFFECTIVENESS OF RECENT SENSING AND INFORMING PROCESSES IN ISSUES AFFECTING TOTAL BRANCH MEMBERSHIPS:
DERIVATION OF BRANCH INDICES

	GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
M Number of open general meetings held to debate specific issues (excludes Annual General Meeting) of which	4	2	4	2
M_1 Called by rank and file	1	1	1	2
M_2 Called by Branch Executive	3	1	3	0
B Number of times membership balloted on issues of which	3	3	0	0
B_1 Ballot initiated by National trade union	1	2	0	0
B_2 Ballot called for by rank and file	0	0	0	0
B_3 Ballot initiated by Branch Executive	2	1	0	0
INDEX $= \frac{M_2 + B_3}{M + B_2 + B_3} \times 100$	$\frac{3+2}{4+0+2} \times 100 = 83.333$	$\frac{1+1}{2+0+1} \times 100 = 66.667$	$\frac{3+0}{4+0+0} \times 100 = 75.000$	$\frac{0+0}{2+0+0} \times 100 = 0$

GAS BRANCH

DERIVATION OF INDEX OF EFFECTS OF MEMBERSHIP DISPERSION

A - Potential Difficulties arising from Degree of Dispersion

Workplace	Proportion of Branch Members at Workplace 'P'	Difficulty of Travel to Workplace for Branch Secretary 'T'	Liklihood of Problems Arising Requiring Trade Union Involvement 'L'	Necessity for Branch Secretary to Deal with Problems 'S'	Workplace Index I I = PxTxLxS
A	0.156	3.2	4.4	4.0	8.786
B	0.093	3.2	4.4	3.2	4.190
C	0.214	3.8	4.8	4.2	16.394
D	0.111	3.8	4.5	3.8	7.212
E	0.021	3.2	4.2	4.0	1.129
F	0.045	3.6	4.2	3.6	2.449
G	0.035	4.0	4.4	3.4	2.099
H	0.051	3.8	4.2	4.0	3.256
I	0.064	4.0	4.5	4.4	5.069
J	0.008	4.4	4.1	4.0	0.577
K	0.013	3.2	4.1	3.2	0.546
L	0.007	3.2	4.1	3.2	0.294
M	0.007	3.2	4.1	3.2	0.294
N	0.005	3.2	4.1	3.2	0.210
O	0.035	4.0	4.1	3.8	2.181
P	0.008	3.2	4.1	3.2	0.336
Q	0.008	3.4	4.1	3.2	0.336
R	0.010	3.8	4.1	3.2	0.499
S	0.010	3.8	4.1	4.0	0.623
T	0.006	4.2	4.1	4.0	0.413
U	0.006	4.2	4.1	4.0	0.413
V	0.006	4.0	4.1	4.0	0.394
W	0.006	4.2	4.1	4.0	0.413
X	0.004	4.4	4.1	4.0	0.289
Y	0.006	4.0	4.1	4.0	0.394
Z	0.055	4.6	4.2	4.6	4.888
Z_1	0.010	3.6	4.1	3.4	0.052

$\Sigma P = 1.000$ $\Sigma PxT = 3.687$ $\Sigma PxTxL = 16.308$ $\Sigma I = 64.181$

B - Mitigating Circumstances

'F' Freedom allowed to branch secretary or other negotiator to visit workplaces Score = 5.8

'R' Degree of procedural restriction required to be observed to visit workplaces Score = 5.6

F x R = 32.48

INDEX OF EFFECTS OF DISPERSION = A - B = 64.181 - 32.480 = 31.701

ELECTRICITY BRANCH

DERIVATION OF INDEX OF EFFECTS OF MEMBERSHIP DISPERSION

A - Potential Difficulties arising from Degree of Dispersion

Workplace	Proportion of Branch Members at Workplace 'P'	Difficulty of Travel to Workplace for Branch Secretary 'T'	Liklihood of Problems Arising Requiring Trade Union Involvement 'L'	Necessity for Branch Secretary to Deal with Problems 'S'	Workplace Index I I = PxTxLxS
A	0.325	3.2	4.1	4.6	19.614
B	0.086	3.8	4.5	5.0	7.353
C	0.012	3.2	4.1	4.2	0.655
D	0.012	3.2	4.1	4.2	0.655
E	0.034	3.2	4.1	4.2	1.877
F	0.024	3.2	4.1	4.2	1.327
G	0.027	3.2	4.1	4.2	1.483
H	0.047	3.2	4.1	4.2	2.583
I	0.343	4.8	4.1	3.6	24.292
J	0.017	4.8	4.1	3.6	1.213
K	0.015	4.8	4.1	3.6	1.062
L	0.007	4.8	4.1	3.6	0.500
M	0.012	4.8	4.1	3.6	0.857
N	0.012	4.8	4.1	3.6	0.857
O	0.012	4.8	4.1	3.6	0.857
P	0.015	4.8	4.1	3.6	1.062

$\Sigma P = 1.000$ $\Sigma PxT = 3.555$ $\Sigma PxTxL = 14.709$ $\Sigma I = 66.261$

B - Mitigating Circumstances

'F' Freedom allowed to branch secretary or other negotiator to visit workplaces — Score = 5.8

'R' Degree of procedural restriction required to be observed to visit workplaces — Score = 5.6

F x R = 32.48

INDEX OF EFFECTS OF DISPERSION = A - B = 66.261 - 32.48 = 33.781

LOCAL AUTHORITY BRANCH 1

DERIVATION OF INDEX OF EFFECTS OF MEMBERSHIP DISPERSION

A - Potential Difficulties arising from Degree of Dispersion

Workplace	Proportion of Branch Members at Workplace 'P'	Difficulty of Travel to Workplace for Branch Secretary 'T'	Liklihood of Problems Arising Requiring Trade Union Involvement 'L'	Necessity for Branch Secretary to Deal with Problems 'S'	Workplace Index I I = PxTxLxS
A	0.600	3.2	4.1	4.8	37.786
B	0.120	3.2	4.7	4.4	7.941
C	0.120	3.6	4.3	4.4	8.173
D	0.050	3.4	4.2	4.8	3.427
E	0.100	3.8	4.2	4.8	0.766
F	0.100	3.8	4.2	4.8	0.766
G	0.100	3.8	4.2	4.8	0.766
H	0.100	3.8	4.2	4.8	0.766
I	0.005	4.2	4.2	4.8	0.423
J	0.010	3.2	4.2	4.8	0.645
K	0.010	3.2	4.2	4.8	0.645
L	0.045	4.0	4.2	4.8	3.629

$\Sigma P = 1.000$ $\Sigma PxT = 3.323$ $\Sigma PxTxL = 14.001$ $\Sigma I = 65.733$

B - Mitigating Circumstances

'F' Freedom allowed to branch secretary or other negotiator to visit workplaces — Score = 6.0

'R' Degree of procedural restriction required to be observed to visit workplaces — Score = 5.8

F x R = 34.800

INDEX OF EFFECTS OF DISPERSION = A - B = 65.733 - 34.800 = 30.933

LOCAL AUTHORITY BRANCH 2

DERIVATION OF INDEX OF EFFECTS OF MEMBERSHIP DISPERSION

A - Potential Difficulties arising from Degree of Dispersion

Workplace	Proportion of Branch Members at Workplace 'P'	Difficulty of Travel to Workplace for Branch Secretary 'T'	Liklihood of Problems Arising Requiring Trade Union Involvement 'L'	Necessity for Branch Secretary to Deal with Problems 'S'	Workplace Index I I = PxTxLxS
A	0.055	3.2	4.1	4.8	3.464
B	0.945	3.0	4.3	4.8	58.514

ΣP = 1.000 ΣPxT = 3.011 $\Sigma PxTxL$ = 12.912 ΣI = 61.978

B - Mitigating Circumstances

'F' Freedom allowed to branch secretary or other negotiator to visit workplaces Score = 5.8

'R' Degree of procedural restriction required to be observed to visit workplaces Score = 6.0

F x R = 34.8

INDEX OF EFFECTS OF DISPERSION = A - B = 61.978 - 34.8 = 27.178

FORMALITY OF INDUSTRIAL RELATIONS IN EMPLOYING ORGANISATION: DERIVATION OF INDICES - ALL BRANCHES

			GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
SCHEDULED FORMALITY	F_1	Frequency of scheduled formal negotiating or Joint Consultation Meetings	2	3	5	3
	F_2	Scope of formal meetings	2	2	5	5
		Sub-score $F = F_1 \times F_2$	4	6	25	15
RELIANCE ON FORMAL MECHANISMS TO DEAL WITH ISSUES ARISING	S_1	Ease of calling special formal negotiating meetings	6	4	6	5
	S_2	Frequency of calling special formal negotiating meetings	0	2	2	8
		Sub-score $S = S_1 \times S_2$	0	8	12	40
HIERARCHICAL STRATIFICATION IN DEALING WITH ISSUES	St_1	Existence of hierarchy of bargaining levels	1	1	1	1
	St_2	Degree of stratification of issues to bargaining levels	10	10	15	15
		Sub-score $St = St_1 \times St_2$	10	10	15	15
		INDEX OF FORMALISATION OF INDUSTRIAL RELATIONS IN EMPLOYING ORGANISATION $= F + S + St$	14	24	52	70

ENDORSEMENT OF FORMALITY IN DEALINGS BETWEEN TRADE UNION AND MANAGEMENT ACTIVIST SAMPLES

GAS BRANCH N = 18		ELECTRICITY BRANCH N = 13		LOCAL AUTHORITY BRANCH 1 N = 25		LOCAL AUTHORITY BRANCH 2 N = 20		DIFFERENCES BETWEEN BRANCHES	
Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	Mean Score	Standard Deviation	x^2	Signif-icance
26.500	7.460	26.850	7.641	27.320	4.662	29.150	3.988	17.17 df=9	x

POSSIBLE SCORES	
Minimum	Maximum
8	40

x Statistically significant at $P < .05$ level

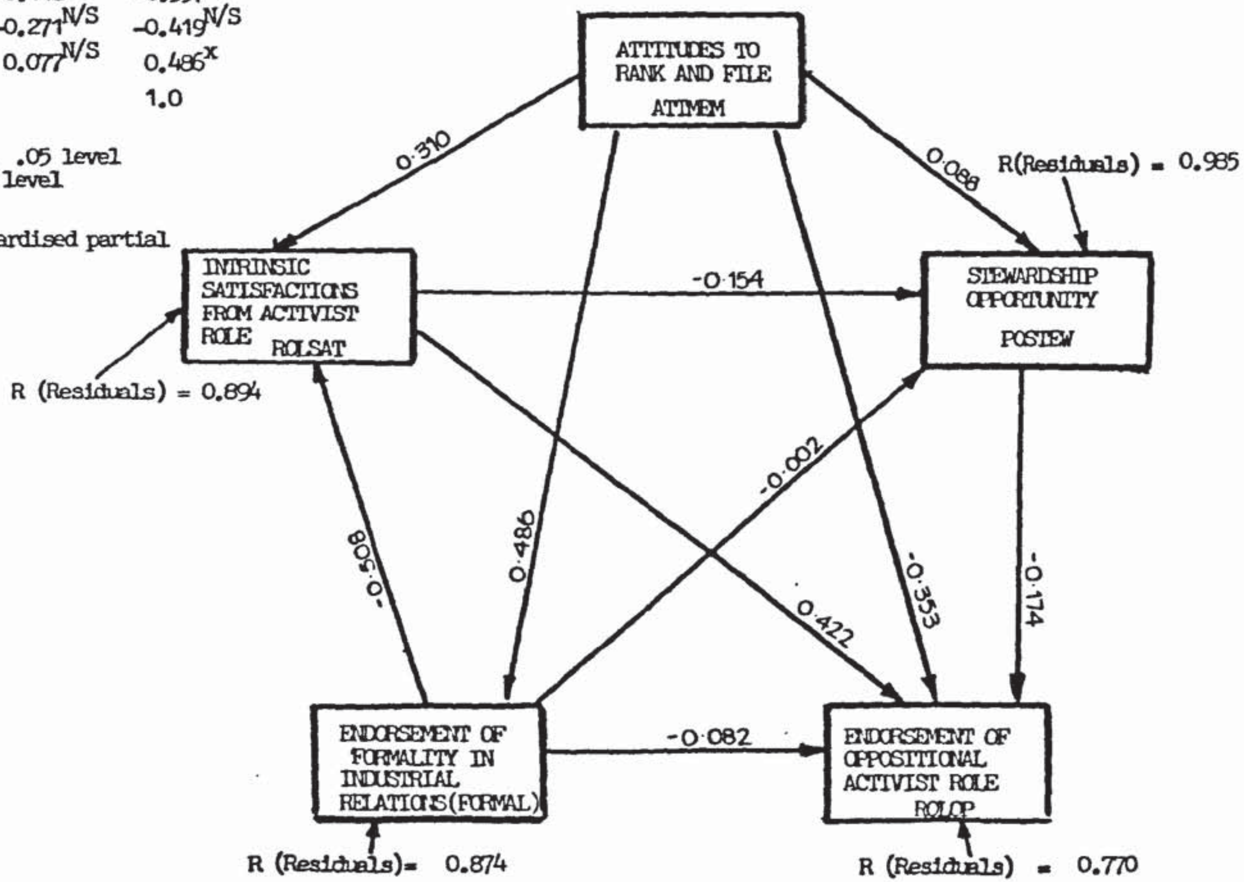
GAS BRANCH ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP, FORMALITY, ACTIVIST ROLE AND OPINIONS OF RANK AND FILE - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	ROLSAT	ROLOP	ATTMEM	POSTEW	FORMAL
ROLSAT	1.0	0.454 x	0.064 N/S	-0.148 N/S	-0.357 N/S
ROLOP		1.0	-0.378 N/S	-0.271 N/S	-0.419 N/S
ATTMEM			1.0	0.077 N/S	0.486 x
FORMAL					1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



GAS BRANCH ACTIVISTS: ENDORSEMENT OF FORMALITY

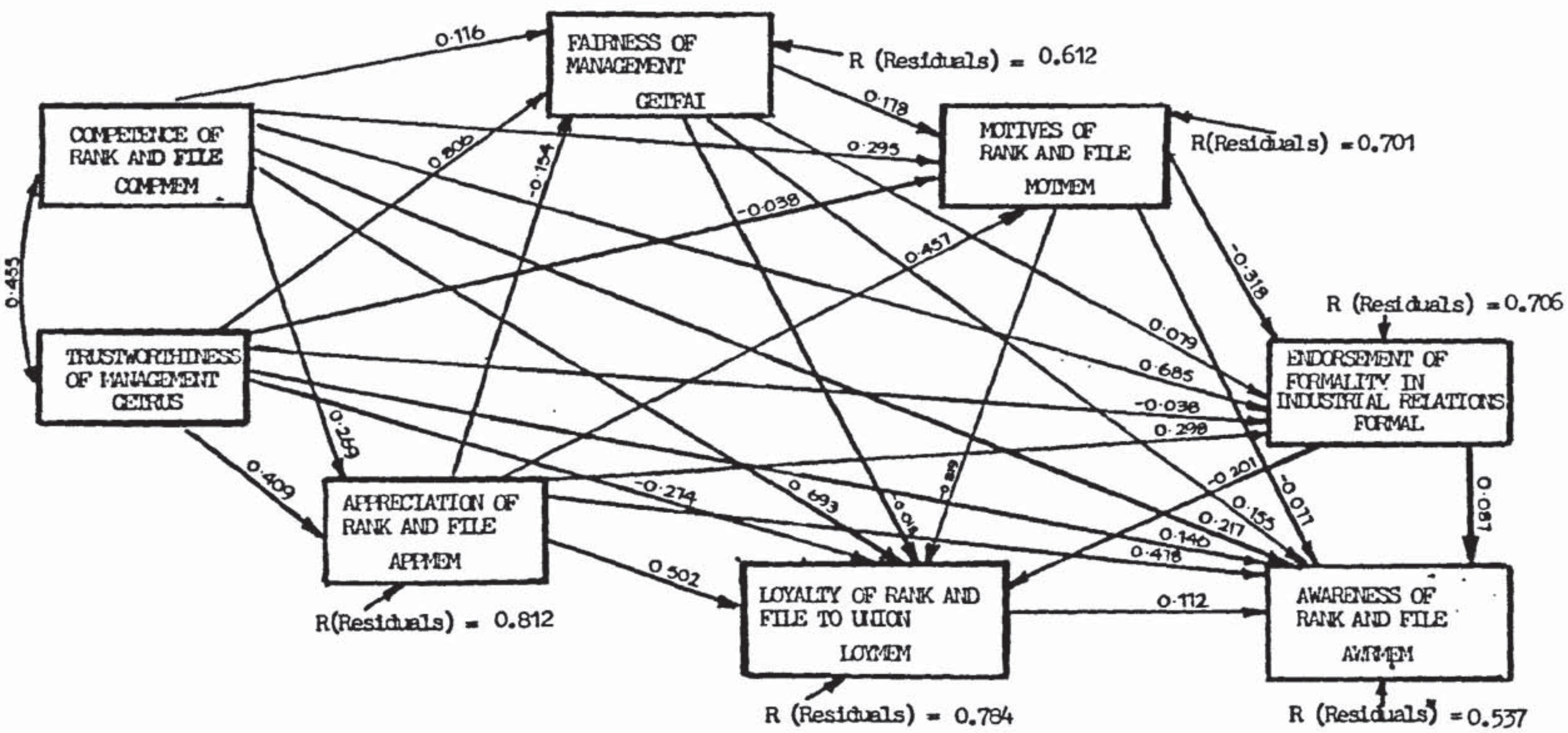
MANAGEMENT AND RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	FORMAL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
FORMAL	1.0	0.297 N/S	0.342 N/S	0.280 N/S	0.268 N/S	0.659 xx	0.536 x	0.416 N/S
GETFAI		1.0	0.778 xxx	0.027 N/S	0.420 N/S	0.413 N/S	0.511 x	0.328 N/S
GETRUS			1.0	0.074 N/S	0.477 x	0.455 N/S	0.620 xx	0.532 x
LOYMEN				1.0	0.193 N/S	0.479 x	0.423 N/S	0.382 N/S
MOTMEM					1.0	0.559 x	0.525 x	0.629 xx
COMPMEM						1.0	0.633 xx	0.455 N/S
AWRMEM							1.0	0.736 xxx
APPMEM								1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level
xx Statistically significant at P < .01 level
xxx Statistically significant at P < .001 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



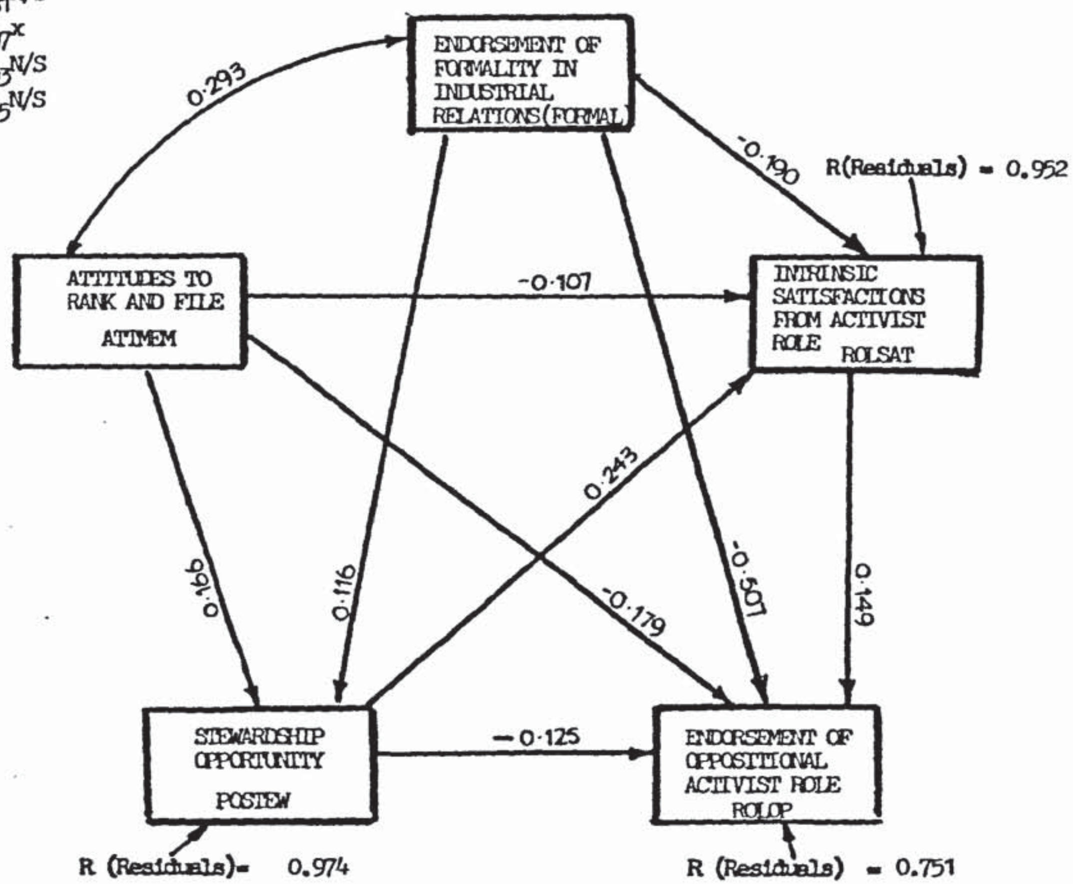
ELECTRICITY BRANCH ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP, FORMALITY, ACTIVIST ROLE AND OPINIONS OF RANK AND FILE - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	ROLSAT	ROLOP	ATTMEM	POSTEW	FORMAL
ROLSAT	1.0	0.238 N/S	-0.114 N/S	0.190 N/S	-0.181 N/S
ROLOP		1.0	-0.369 N/S	-0.216 N/S	-0.607 x
ATTMEM			1.0	0.200 N/S	0.293 N/S
POSTEW				1.0	0.165 N/S
FORMAL					1.0

N/S Not statistically significant at P < .05 level
x Statistically significant at P < .05 level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



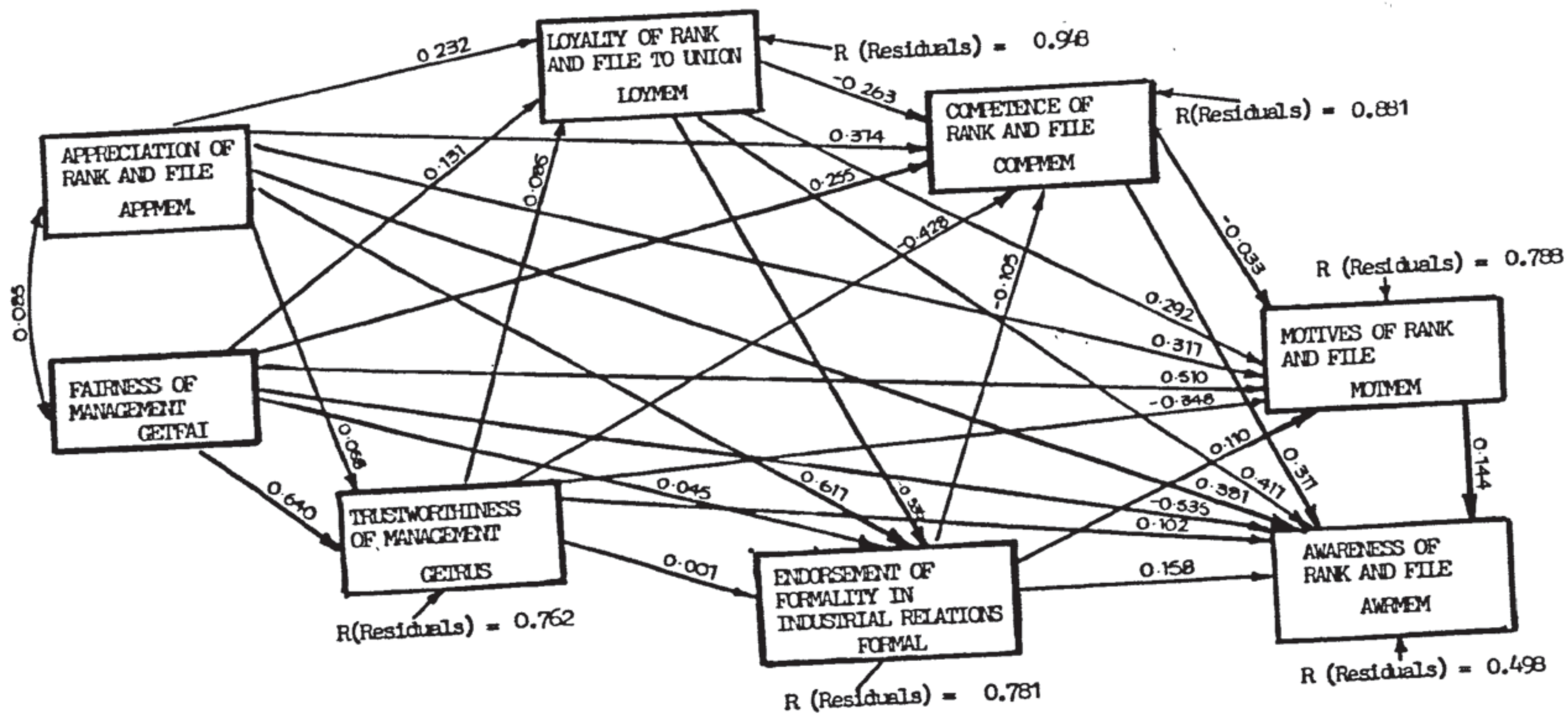
ELECTRICITY BRANCH ACTIVISTS: ENDORSEMENT OF FORMALITY, MANAGEMENT AND RANK AND FILE MEMBERS – INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	FORMAL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
FORMAL	1.0	0.029 N/S	0.034 N/S	-0.171 N/S	0.059 N/S	0.134 N/S	0.329 N/S	0.537 x
GETFAI		1.0	0.645 x	0.206 N/S	0.342 N/S	-0.046 N/S	-0.312 N/S	0.085 N/S
GETRUS			1.0	0.196	0.038 N/S	-0.076 N/S	-0.194 N/S	0.112 N/S
LOYMEN				1.0	0.313 N/S	-0.182 N/S	0.384 N/S	0.252 N/S
MOTMEM					1.0	0.005 N/S	0.251 N/S	0.379 N/S
COMPMEM						1.0	0.339 N/S	0.225 N/S
AWRMEM							1.0	0.661 x
APPMEM								1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



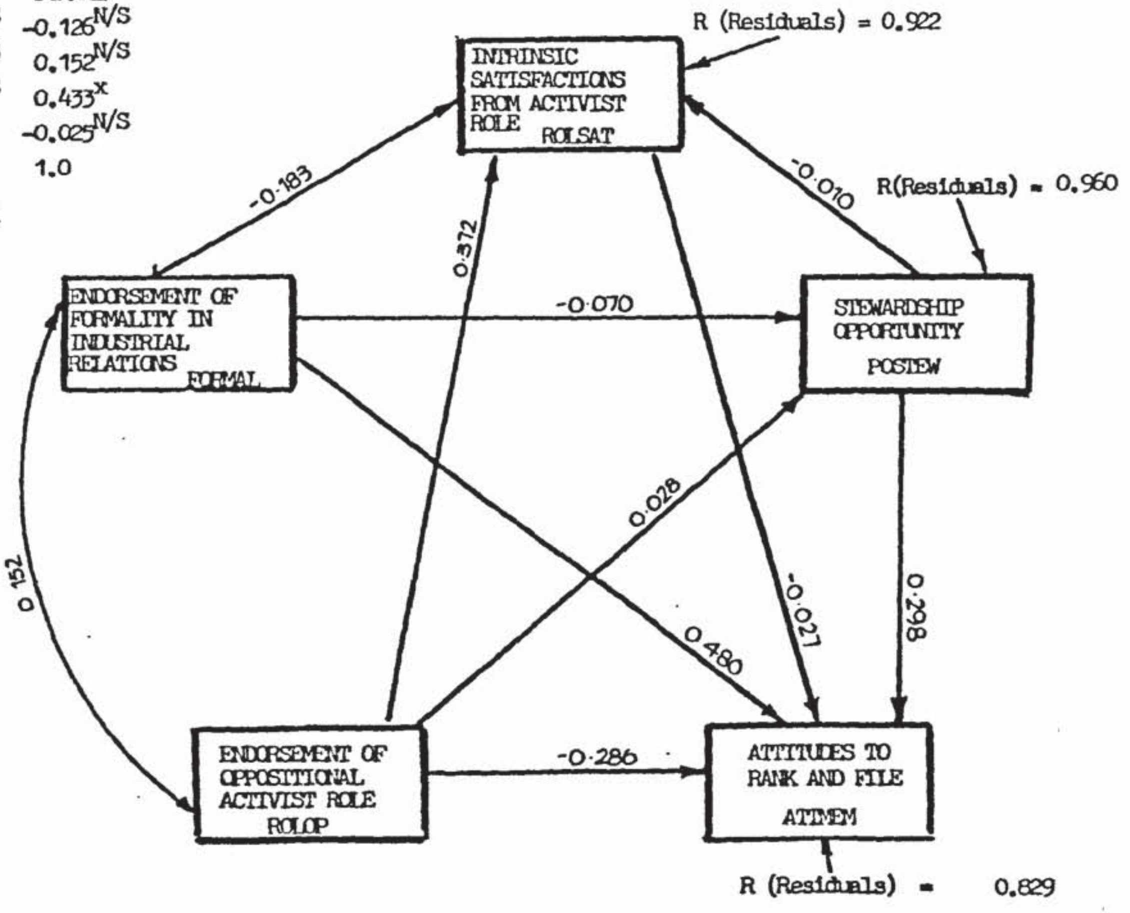
LOCAL AUTHORITY BRANCH 1 ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP, FORMALITY, ACTIVIST ROLE AND OPINIONS OF RANK AND FILE - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	ROLSAT	ROLOP	ATTMEM	POSTEW	FORMAL
ROLSAT	1.0	0.342 N/S	-0.157 N/S	0.096 N/S	-0.126 N/S
ROLOP		1.0	-0.141 N/S	0.274 N/S	0.152 N/S
ATTMEM			1.0	0.205 N/S	0.433 x
POSTEW				1.0	-0.025 N/S
FORMAL					1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'.



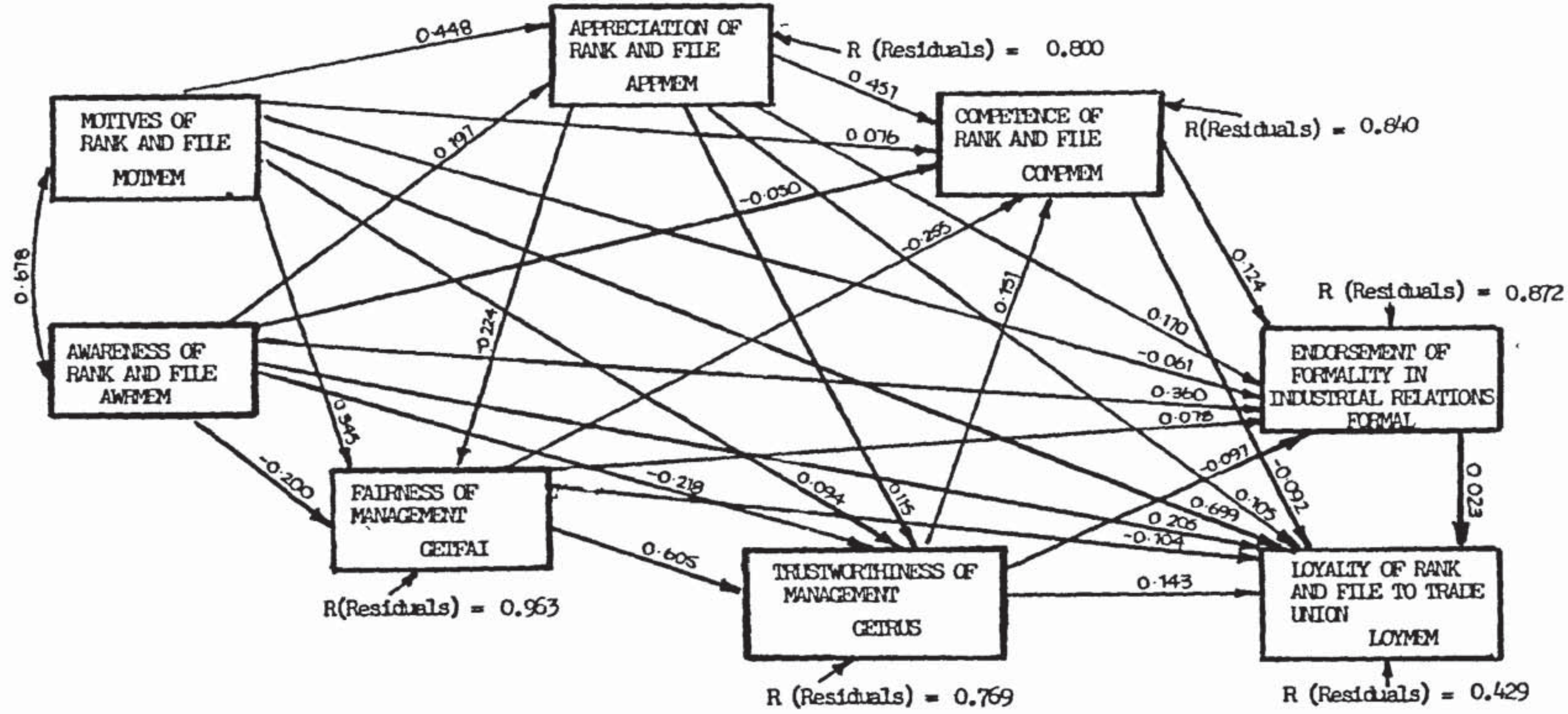
LOCAL AUTHORITY BRANCH 1 ACTIVISTS: ENDORSEMENT OF FORMALITY, MANAGEMENT AND RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	FORMAL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
FORMAL	1.0	$-0.061^{N/S}$	$-0.107^{N/S}$	$0.342^{N/S}$	$0.319^{N/S}$	$0.258^{N/S}$	0.440^{x}	$0.369^{N/S}$
GETFAI		1.0	0.616^{xxx}	$0.028^{N/S}$	$0.079^{N/S}$	$-0.208^{N/S}$	$-0.078^{N/S}$	$-0.124^{N/S}$
GETRUS			1.0	$0.088^{N/S}$	$0.061^{N/S}$	$-0.001^{N/S}$	$-0.144^{N/S}$	$-0.015^{N/S}$
LOYMEN				1.0	0.879^{xxx}	$0.243^{N/S}$	0.708^{xxx}	0.587^{xx}
MOTMEM					1.0	$0.297^{N/S}$	0.678^{xxx}	0.582^{xx}
COMPMEM						1.0	$0.299^{N/S}$	0.504^{xx}
AWRMEM							1.0	0.502^{xx}
APPMEM								1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level
xxx Statistically significant at $P < .001$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



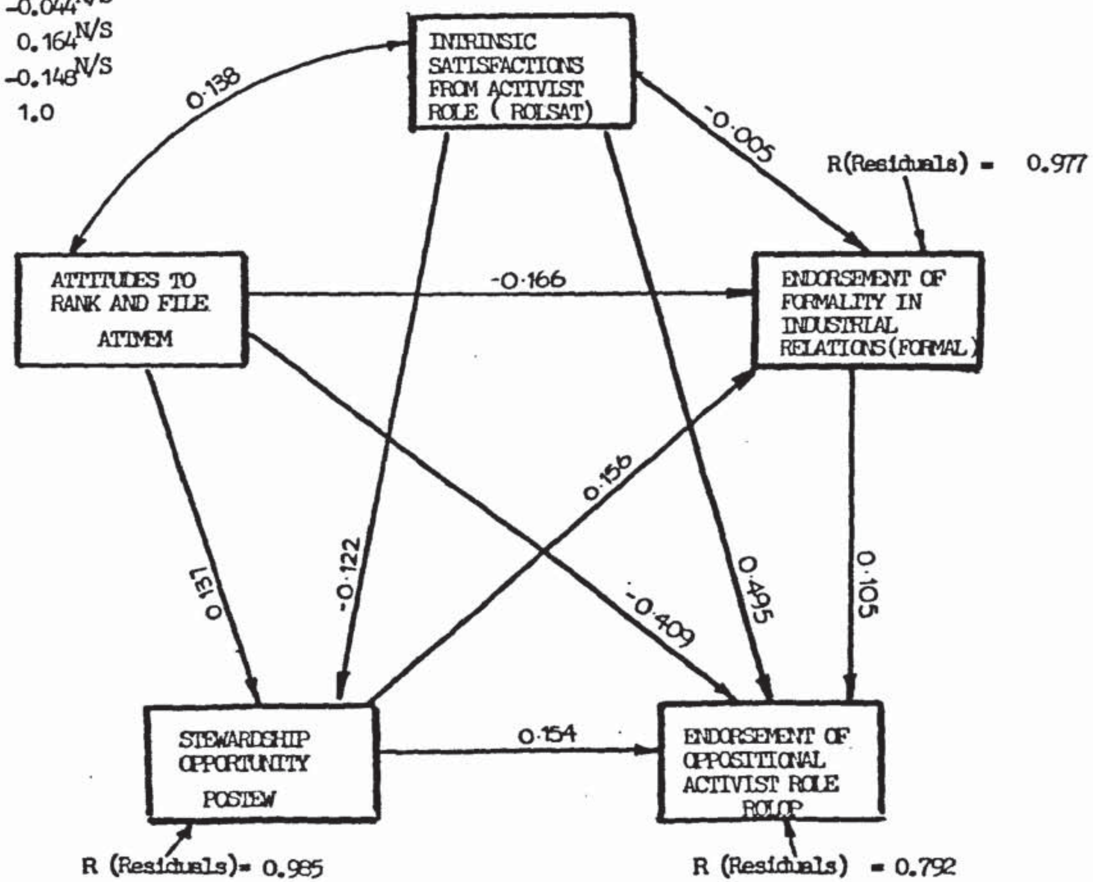
LOCAL AUTHORITY BRANCH 2 ACTIVISTS: PERCEIVED OPPORTUNITY FOR STEWARDSHIP, FORMALITY ACTIVIST ROLE AND OPINIONS OF RANK AND FILE - INTERACTIONS BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	ROLSAT	ROLOP	ATTMEM	POSTEW	FORMAL
ROLSAT	1.0	0.418 N/S	0.138 N/S	-0.103 N/S	-0.044 N/S
ROLOP		1.0	-0.338 N/S	0.068 N/S	0.164 N/S
ATTMEM			1.0	0.121 N/S	-0.148 N/S
FORMAL					1.0

N/S Not statistically significant at $P < .05$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



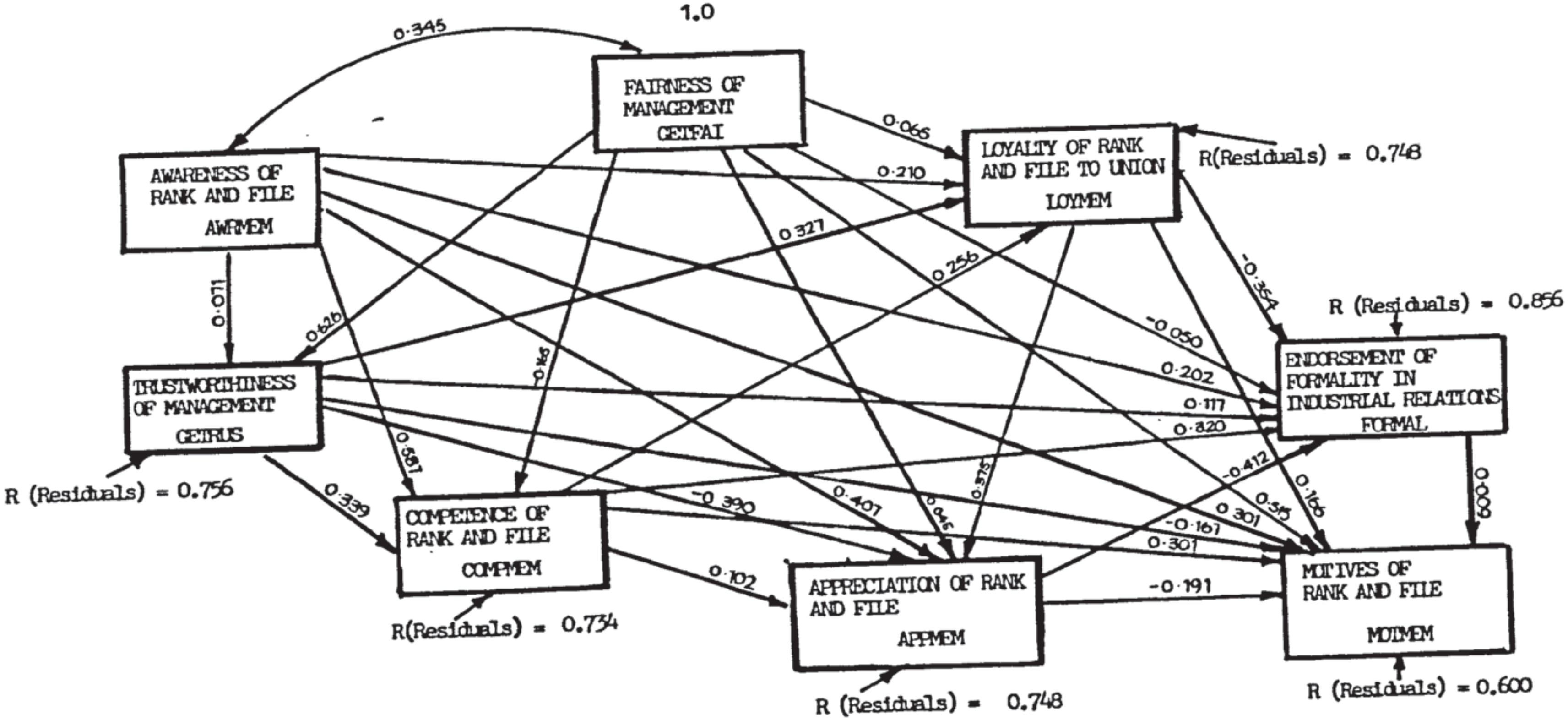
LOCAL AUTHORITY BRANCH 2, ACTIVISTS: ENDORSEMENT OF FORMALITY, MANAGEMENT AND RANK AND FILE MEMBERS - INTERACTION BETWEEN SUB-ATTITUDES

ZERO ORDER CORRELATION COEFFICIENTS

	FORMAL	GETFAI	GETRUS	LOYMEM	MOTMEM	COMPMEM	AWRMEM	APPMEM
FORMAL	1.0	-0.016$^{N/S}$	0.084$^{N/S}$	-0.224$^{N/S}$	0.055$^{N/S}$	0.121$^{N/S}$	0.017$^{N/S}$	-0.329$^{N/S}$
GETFAI		1.0	0.651^{xx}	0.416$^{N/S}$	0.635^{xx}	0.259$^{N/S}$	0.345$^{N/S}$	0.115$^{N/S}$
GETRUS			1.0	0.532^{x}	0.464^{x}	0.400$^{N/S}$	0.287$^{N/S}$	-0.004$^{N/S}$
LOYMEN				1.0	0.513^{x}	0.535^{x}	0.487^{x}	0.439$^{N/S}$
MOTMEM					1.0	0.567^{xx}	0.594^{xx}	0.230$^{N/S}$
COMPMEM						1.0	0.627^{xx}	0.413$^{N/S}$
AWRMEM							1.0	0.557^{x}
APPMEM								1.0

N/S Not statistically significant at $P < .05$ level
x Statistically significant at $P < .05$ level
xx Statistically significant at $P < .01$ level

NOTE: Path coefficients expressed as standardised partial regression coefficients 'Beta'



PERCEIVED LEGITIMACY OF PRECLUSION FROM INVOLVEMENT BY PROVISIONS OF EXISTING AGREEMENTS AND COLLECTIVE BARGAINING STRUCTURE: DERIVATION OF INDICES - ALL BRANCHES

		GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
I	Number of issues mentioned where existing agreements or collective bargaining structure either precludes or limits branch involvement. of which	23	10	11	8
A	Accept situation as is or pursue issue via outside trade union	13	8	11	8
C	Attempt to erode situation to obtain greater branch involvement.	10	2	0	0
	INDEX $\frac{A}{I} \times 100$ -	56.500	80.000	100.000	10.000

EFFECTS OF COLLECTIVE BARGAINING STRUCTURE: DERIVATION OF BRANCH INDICES

	GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
S_1 Existence of issues resolved/negotiated by full-time officer in absence of lay officials	2	8	2	2
S_2 Issues where management insist on presence of full-time officer.	1	4	2	2
S_3 Issues resolved/negotiated with full-time officer excluded.	0.200	0.400	0.400	0.400
INDEX OF EFFECTS $S_1 \times S_2 \times S_3$.	0.400	12.800	1.600	1.600

OUTSIDE TRADE UNION AS SOURCE OF INTERNAL SUPPORT - DERIVATION OF SUB-INDICES: ALL BRANCHES

BRANCH	ISSUE TYPE	'P' Reported Proportion of Workload	'D' Rated Difficulty of Handling	'M' Issue Handling Method	Internal Support Index $I_s = P \times D \times M$
GAS BRANCH	Grading Appeals	0.150	2	3	0.900
	Individual Grievances	0.050	10	1	0.500
	Structural Reorganisations	0.500	8	1	4.000
	Introduction New Technology	0.250	8	1	0.250
	Disciplinary Cases	0.050	4	1	0.200
					ΣI_s 5.850
ELECTRICITY BRANCH	Support for National Issues	0.130	4	4	2.080
	Grading Appeals	0.070	10	4	2.800
	Structural Reorganisations	0.400	2	2	1.600
	New Technology	0.350	8	3	8.400
	Disciplinary Cases	0.050	4	1	0.200
					ΣI_s 15.080
LOCAL AUTHORITY BRANCH 1	Privatisation	0.300	10	1	3.000
	Transfer	0.300	10	2	6.000
	Structural Reorganisations	0.200	4	1	0.800
	Individual Grievances/Disciplinaries	0.100	6	1	0.600
	Grading Appeals	0.100	2	2	0.400
					ΣI_s 10.800
LOCAL AUTHORITY BRANCH 2	Disciplinary Cases	0.050	10	1	0.500
	Structural Reorganisations	0.250	8	1	4.000
	Grading Appeals	0.400	8	2	6.400
	Individual Grievances	0.200	4	1	0.800
	Health and Safety	0.100	6	1	0.600
					ΣI_s 12.300

INFLUENCE OF OUTSIDE TRADE UNION - DERIVATION OF INDICES: ALL BRANCHES

INFLUENCE EXERTED			GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
'R' RESTRAINING INFLUENCE ON FREEDOM OF ACTION	R_1	Restraining influence of outside trade union on freedom to take industrial action	2	4	4	4
	R_2	Restraining influence of outside trade union on freedom to set branch policy with respect to issues pursued	1	4	4	4
	R	Sub-index = $R_1 \times R_2$	2	16	16	16
'C' INFLUENCE ON COMMUNICATIONS WITH EMPLOYER	C_1	Freedom of correspondence with employer	1	2	2	2
	C_2	Registering of correspondence with outside trade union	1	2	1	1
	C	Sub-index = $C_1 \times C_2$	1	4	2	2
'I' INFLUENCE ON ISSUE DEFINITION	I_1	Number of issues emenating from outside trade union to which exposed.	42	54	49	47
	I_2	Number of issues emenating from outside trade union adopted.	5	19	14	8
	I	Sub-index = $\frac{I_2}{I_1} \times 10$	1.190	3.519	2.857	1.702
'I_s' INFLUENCE AS SOURCE OF INTERNAL SUPPORT	I_s	Sub-index Score - See Appendix S39	5.850	15.080	10.800	12.300
'E' INFLUENCE AS SOURCE OF EXTERNAL SUPPORT	E_t	Total number of issues taken to wider trade union forums (District or National) to obtain support on internal job regulation of which	2	1	1	0
	E_1	Support given by wider trade union	0	1	0	0
	E_2	Support not given by wider trade union	2	0	1	0
		Sub-index E = $\frac{E_1}{E_2} \times 10$	0.000	10.000	0.000	0.000
TOTAL INDEX		$R + C + I + I_s + E$	10.040	48.599	31.657	32.002

SUMMARY DETAILS OF MEETINGS OBSERVED: ALL BRANCHES

TYPE OF MEETING	SUMMARY DETAILS	GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
BRANCH EXECUTIVE COMMITTEE MEETINGS	Number of meetings observed	8	8	8	8
	Mean proportion of branch activists present	0.778	0.69	0.920	0.900
	Proportion of meetings attended by full-time officer	0.000	0.375	0.000	0.000
	Items discussed and interactions	see appendices S42 to S45			
OPEN MEETINGS	Number of meetings observed - A.G.M. Special	1 1	1 2	1 1	1 2 (note 2)
	Mean proportion of branch present	0.154	0.222	0.111 (note 1)	0.290
	Proportion of meetings attended by full-time officer	0.500	0.667	0.500	0.667
	Mean level of contributions - Platform (Proportion meeting time) - Body of meeting	0.690 0.310	0.820 0.180	0.710 0.290	0.570 0.430
	Issues Covered (Mean proportion meeting time) - Internal administration of branch - Internal job regulation - National job regulation - Wider social issues	 0.650 0.210 0.000 0.140	 0.167 0.500 0.333 0.000	 0.417 0.423 0.050 0.110	 0.167 0.413 0.420 0.000

NOTES: 1 Local Authority Branch 1 — One meeting inquorate (less than 25 members present)
2 Local Authority Branch 2 — Both Special Open Meetings requisitioned by rank and file

BRANCH EXECUTIVE COMMITTEE MEETINGS: MEAN NUMBERS OF ISSUES DISCUSSED AND PROPORTIONS OF TIME BY ISSUE TYPE

	GAS BRANCH		ELECTRICITY BRANCH		LOCAL AUTHORITY BRANCH 1		LOCAL AUTHORITY BRANCH 2	
	Mean Number Per Meeting	Mean Proportion of Meeting Time	Mean Number Per Meeting	Mean Proportion of Meeting Time	Mean Number Per Meeting	Mean Proportion of Meeting Time	Mean Number Per Meeting	Mean Proportion of Meeting Time
MEETING FORMALITIES: Recording attendance, Apologies, Minutes, Winding up	-	0.049	-	0.053	-	0.057	-	0.062
INTERNAL ADMINISTRATIVE ITEMS (ROUTINE) Treasurer's Report etc.	2.190	0.079	1.625	0.087	1.250	0.075	1.875	0.079
INTERNAL ADMINISTRATIVE ITEMS (NON-ROUTINE) Discussion of methods of improving branch performance i.e. new standing orders, defining duties of stewards branch/officers etc.	1.810	0.137	0.000	0.000	0.875	0.113	0.000	0.000
INTERNAL JOB REGULATION ISSUES	6.125	0.699	3.750	0.418	4.625	0.544	7.250	0.662
NATIONAL JOB REGULATION ISSUES	0.000	0.000	1.875	0.233	0.250	0.019	0.250	0.010
ISSUES PROMOTED BY WIDER TRADE UNION (Suggesting incorporation into branch negotiation)	0.250	0.036	2.375	0.164	1.750	0.126	0.375	0.137
WIDER SOCIAL ISSUES: Brought to branch attention but not necessarily asking for branch negotiation	0.000	0.000	0.625	0.045	0.750	0.066	0.625	0.050

Statistical Significance of Differences in Proportions (Both administrative categories combined: National Job Regulation Issues, Wider Union Promoted Issues, Wider Social Issues Combined)

χ^2 (df=9) = 56.5 P < .001

GAS BRANCH

EXECUTIVE COMMITTEE MEETINGS - SUMMARY STATISTICS OF PARTICIPANT INTERACTIONS

PARTICIPANTS			Mean Duration of Utterances per Issue	Mean Duration of Utterances - Minutes	Relational Content of Utterances		
					Proportion of Control Bids	Proportion of Deference Bids	Proportion of Equivalence Bids
PROPOSAL MADE BY OPINION LEADERS	OPINION LEADERS	- MOVING OR SUPPORTING	5.67	1.23	0.897	0.000	0.103
		- OPPOSING	0.00	0.00	0.000	0.000	0.000
	NON-OPINION LEADERS	- SUPPORTING	4.27	0.76	0.341	0.211	0.448
		- OPPOSING	1.24	0.71	0.728	0.025	0.247
PROPOSAL MADE BY NON-OPINION LEADERS	NON-OPINION LEADERS	- MOVING OR SUPPORTING	1.74	1.24	0.366	0.118	0.516
		- OPPOSING	0.00	0.00	0.000	0.000	0.000
	OPINION LEADERS	- SUPPORTING	1.26	0.65	0.932	0.000	0.068
		- OPPOSING	0.14	0.46	0.500	0.000	0.500

LOCAL AUTHORITY BRANCH 2.

EXECUTIVE COMMITTEE MEETINGS - SUMMARY STATISTICS OF PARTICIPANT INTERACTIONS

PARTICIPANTS			Mean Duration of Utterances per Issue	Mean Duration of Utterances - Minutes	Relational Content of Utterances		
					Proportion of Control Bids	Proportion of Deference Bids	Proportion of Equivalence Bids
PROPOSAL MADE BY OPINION LEADERS	OPINION LEADERS	- MOVING OR SUPPORTING	2.77	1.06	0.832	0.000	0.168
		- OPPOSING	0.11	0.97	0.950	0.000	0.050
	NON-OPINION LEADERS	- SUPPORTING	2.63	0.95	0.928	0.024	0.048
		- OPPOSING	0.740	0.52	0.853	0.053	0.094
PROPOSAL MADE BY NON-OPINION LEADERS	NON-OPINION LEADERS	- MOVING OR SUPPORTING	5.45	0.77	0.812	0.072	0.116
		- OPPOSING	0.50	0.87	0.738	0.000	0.262
	OPINION LEADERS	- SUPPORTING	1.57	0.99	0.964	0.000	0.036
		- OPPOSING	1.69	0.95	0.967	0.000	0.033

LOCAL AUTHORITY BRANCH 1

EXECUTIVE COMMITTEE MEETINGS - SUMMARY STATISTICS OF PARTICIPANT INTERACTIONS

PARTICIPANTS			Mean Duration of Utterances per Issue	Mean Duration of Utterances - Minutes	Relational Content of Utterances		
					Proportion of Control Bids	Proportion of Deference Bids	Proportion of Equivalence Bids
PROPOSAL MADE BY OPINION LEADERS	OPINION LEADERS	- MOVING OR SUPPORTING	5.05	1.35	0.716	0.008	0.276
		- OPPOSING	0.41	1.06	0.653	0.000	0.347
	NON-OPINION LEADERS	- SUPPORTING	2.47	0.79	0.753	0.013	0.234
		- OPPOSING	2.34	1.83	0.611	0.222	0.167
PROPOSAL MADE BY NON-OPINION LEADERS	NON-OPINION LEADERS	- MOVING OR SUPPORTING	5.89	0.93	0.786	0.009	0.205
		- OPPOSING	1.84	0.76	0.588	0.000	0.412
	OPINION LEADERS	- SUPPORTING	1.79	0.85	0.386	0.000	0.614
		- OPPOSING	2.21	1.08	0.880	0.000	0.120

ELECTRICITY BRANCH

EXECUTIVE COMMITTEE MEETINGS - SUMMARY STATISTICS OF PARTICIPANT INTERACTIONS

PARTICIPANTS			Mean Duration of Utterances per Issue	Mean Duration of Utterances - Minutes	Relational Content of Utterances		
					Proportion of Control Bids	Proportion of Deference Bids	Proportion of Equivalence Bids
PROPOSAL MADE BY OPINION LEADERS	OPINION LEADERS	- MOVING OR SUPPORTING	4.02	1.46	0.892	0.017	0.092
		- OPPOSING	0.21	1.00	0.900	0.000	0.100
	NON-OPINION LEADERS	- SUPPORTING	1.46	0.60	0.233	0.725	0.042
		- OPPOSING	0.38	0.46	0.333	0.642	0.025
PROPOSAL MADE BY NON-OPINION LEADERS	NON-OPINION LEADERS	- MOVING OR SUPPORTING	2.12	0.79	0.410	0.410	0.180
		- OPPOSING	0.68	0.45	0.297	0.603	0.100
	OPINION LEADERS	- SUPPORTING	1.02	1.81	1.000	0.000	0.000
		- OPPOSING	0.68	0.99	1.000	0.000	0.000

INTERACTION PATTERNS: DIFFERENCES BETWEEN BRANCHES

RELATIVE CONTRIBUTIONS (Mins) PER 10 ISSUES (Mean Contributions per Issue x Mean Duration of Contributions x 10)

	GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
OPINION LEADERS				
In Moving or Supporting Proposals	6.029	53.79	55.07	24.04
In Opposing Proposals	7.56	2.66	10.08	6.85
x^2 (df,3) = 6.48 N/S				
NON-OPINION LEADERS				
In Moving or Supporting Proposals	30.78	9.73	28.33	31.53
In Opposing Proposals	8.71	2.35	35.61	4.04
x^2 (df,3) = 25.21 xxx				

RELATIONAL CONTENT OF CONTRIBUTIONS (Percentages of all Utterances)

	GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
OPINION LEADERS				
Control Utterances	85.9	87.8	67.2	92.0
Non-control Utterances (Deference or Equivalence)	14.1	12.2	32.8	8.0
x^2 (df,3) = 25.89 xxx				
NON-OPINION LEADERS				
Control Utterances	52.1	29.2	68.3	84.6
Deference Utterances	11.8	66.2	8.9	3.8
Equivalence Utterances	36.1	4.6	22.8	11.6
x^2 (df,6) = 171.6 xxx				

N/S Not statistically significant at $P < .05$ level

xxx Statistically significant at $P < .001$ level

GAS BRANCH
DIFFERENCES IN INTERACTION PATTERNS
OPINION LEADERS AND NON-OPINION LEADERS

RELATIVE CONTRIBUTIONS TO ISSUE DISCUSSION MEAN TIME (Mins) per 10 Issues
(Mean number of contributions per issue multiplied by mean duration of contributions x 10).

	OPINION LEADERS N = 3	NON-OPINION LEADERS N = 15
IN MOVING OR SUPPORTING PROPOSALS	60.29	30.78
IN OPPOSING PROPOSALS	7.56	8.71

x^2 (df,1) = 2.13 N/S

RELATIONAL CONTENT OF CONTRIBUTIONS
(Percentage of all utterances)

	OPINION LEADERS N = 3	NON-OPINION LEADERS N = 15
CONTROL UTTERANCES	85.9	52.1
NON CONTROL UTTERANCES (Deference or Equivalence)	14.1	47.9

x^2 (df,1) = 26.70 xxx

N/S Not statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level

ELECTRICITY BRANCH
DIFFERENCES IN INTERACTION PATTERNS
OPINION LEADERS AND NON-OPINION LEADERS

RELATIVE CONTRIBUTIONS TO ISSUE DISCUSSION MEAN TIME (Mins) per 10 Issues (Mean number of contributions per issue multiplied by mean duration of contributions x 10).

	OPINION LEADERS N = 2	NON-OPINION LEADERS N = 11
IN MOVING OR SUPPORTING PROPOSALS	53.79	9.73
IN OPPOSING PROPOSALS	2.66	2.35

x^2 (df,1) = 0.22 N/S

RELATIONAL CONTENT OF CONTRIBUTIONS
(Percentage of all utterances)

	OPINION LEADERS N = 2	NON-OPINION LEADERS N = 11
CONTROL UTTERANCES	87.8	29.2
NON CONTROL UTTERANCES (Deference or Equivalence)	12.2	70.8

x^2 (df,1) = 70.68 xxx

N/S Not statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level

LOCAL AUTHORITY BRANCH 1
DIFFERENCES IN INTERACTION PATTERNS
OPINION LEADERS AND NON-OPINION LEADERS

RELATIVE CONTRIBUTIONS TO ISSUE DISCUSSION MEAN TIME (Mins) per 10 Issues (Mean number of contributions per issue multiplied by mean duration of contributions x 10).

	OPINION LEADERS N = 4	NON-OPINION LEADERS N = 21
IN MOVING OR SUPPORTING PROPOSALS	55.07	28.33
IN OPPOSING PROPOSALS	10.08	35.61

x^2 (df,1) = 22.84 xxx

RELATIONAL CONTENT OF CONTRIBUTIONS
(Percentage of all utterances)

	OPINION LEADERS N = 4	NON-OPINION LEADERS N = 21
CONTROL UTTERANCES	67.2	68.3
NON CONTROL UTTERANCES (Deference or Equivalence)	32.8	31.7

x^2 (df,1) = 0.03 N/S

N/S Not statistically significant at $P < .05$ level
xxx Statistically significant at $P < .001$ level

LOCAL AUTHORITY BRANCH 2
DIFFERENCES IN INTERACTION PATTERNS
OPINION LEADERS AND NON-OPINION LEADERS

RELATIVE CONTRIBUTIONS TO ISSUE DISCUSSION MEAN TIME (Mins) per 10 Issues (Mean number of contributions per issue multiplied by mean duration of contributions x 10).

	OPINION LEADERS N = 6	NON-OPINION LEADERS N = 14
IN MOVING OR SUPPORTING PROPOSALS	24.04	31.53
IN OPPOSING PROPOSALS	6.85	4.04

x^2 (df,1) = 1.41 N/S

RELATIONAL CONTENT OF CONTRIBUTIONS
(Percentage of all utterances)

	OPINION LEADERS N = 6	NON-OPINION LEADERS N = 14
CONTROL UTTERANCES	92.0	84.6
NON CONTROL UTTERANCES (Deference or Equivalence)	8.0	15.4

x^2 (df,1) = 2.65 N/S

N/S Not statistically significant at P < .05 level

BRANCH EXECUTIVE COMMITTEE MEETINGS: PROPOSALS MADE BY OPINION LEADERS AND NON-OPINION LEADERS AND RESULTING OUTCOMES OF DISCUSSION

		GAS BRANCH				ELECTRICITY BRANCH				LOCAL AUTHORITY BRANCH 1				LOCAL AUTHORITY BRANCH 2			
		Proposed by a non-opinion leader		Proposed by an opinion leader		Proposed by a non-opinion leader		Proposed by an opinion leader		Proposed by a non-opinion leader		Proposed by an opinion leader		Proposed by a non-opinion leader		Proposed by an opinion leader	
		Number	Prop-ortion	Number	Prop-ortion	Number	Prop-ortion	Number	Prop-ortion	Number	Prop-ortion	Number	Prop-ortion	Number	Prop-ortion	Number	Prop-ortion
OPPOSED BY AN OPINION LEADER	CARRIED	0	0.000	3	0.042	0	0.000	2	0.028	0	0.000	0	0.000	3	0.094	0	0.000
	NOT CARRIED	1	0.077	0	0.000	2	0.200	0	0.000	1	0.053	3	0.052	3	0.094	4	0.078
OPPOSED BY A NON-OPINION LEADER	CARRIED	0	0.000	3	0.042	0	0.000	13	0.180	14	0.737	16	0.281	2	0.062	0	0.059
	NOT CARRIED	0	0.000	0	0.000	1	0.100	0	0.000	0	0.000	2	0.035	4	0.125	0	0.059
SUPPORTED BY OPINION LEADERS AND NON-OPINION LEADERS		12	0.923	66	0.916	7	0.700	57	0.792	4	0.210	36	0.632	20	0.625	41	0.804
TOTALS PROPOSED BY PROPOSER CATEGORY		13		72		10		72		19		57		32		51	
GRAND TOTAL: ALL PROPOSALS		85				82				76				83			
PROPORTIONS BY PROPOSER CATEGORY		0.153		0.847		0.122		0.878		0.250		0.750		0.386		0.614	

BRANCH EXECUTIVE COMMITTEE MEETINGS: PERCENTAGES OF PROPOSALS MADE TO ISSUES DISCUSSED - OPINION LEADERS AND NON-OPINION LEADERS

	GAS BRANCH ISSUES N = 85	ELECTRICITY BRANCH ISSUES N = 82	LOCAL AUTHORITY BRANCH 1 ISSUES N = 76	LOCAL AUTHORITY BRANCH 2 ISSUES N = 82
PERCENTAGE OF ISSUE PROPOSALS MADE BY OPINION LEADERS	84.7	87.8	75.0	66.2
PERCENTAGE OF ISSUE PROPOSALS MADE BY NON-OPINION LEADERS	15.3	12.2	25.0	33.8

Difference between branches x^2 (df,3) = 17.05 xxx

xxx = Statistically significant at P $<$.001 level

THEMES ARISING IN DISCUSSION OF ISSUES OF JOB REGULATION BY BRANCH EXECUTIVE COMMITTEES

			THEMATIC OCCURRENCE: MEAN FREQUENCY PER ISSUE			
			GAS BRANCH ISSUES DISCUSSED N = 49	ELECTRICITY BRANCH ISSUES DISCUSSED N = 73	LOCAL AUTHORITY BRANCH 1 ISSUES DISCUSSED N = 56	LOCAL AUTHORITY BRANCH 2 ISSUES DISCUSSED N = 57
ISSUES PURSUIT THEMES	P_1	Advocate caution in issue pursuit or decision avoidance i.e. "We should defer consideration until next meeting".	0.290	0.250	0.550	1.460
	P_2	Advocates non-pursuit because of existing agreement provisions i.e. "....we cant, agreement already states our rights".	0.080	0.190	0.220	0.260
	P_3	Advocates involving outside trade union in issue i.e. "move that full time officer be asked to take-up"	0.010	0.420	0.170	0.180
	P_4	Advocates raising issue as formal negotiating item i.e. "moves pass to J.C.C."	0.010	0.090	0.410	0.430
	P_5	Advocates militant pursuit of issue i.e. "move ban overtime"	0.690	0.910	0.350	0.300
	P_6	Advocates proactive stance i.e. "branch should take initiative in raising/negotiating agreement.	0.020	0.020	0.370	0.110
WIDER TRADE UNION THEMES	O_1	References to wider trade union policy i.e. "we must follow NALGO policy here"	0.150	0.920	0.390	0.500
	O_2	Anti outside union statements i.e. "NALGO out of touch with members"	1.190	0.000	0.280	0.010
	O_3	Anti full-time officer statements i.e. "no confidence in Mr. X"	1.420	0.060	0.020	0.010
	O_4	Advocates independence of outside trade union "never mind NALGO policy its up to us to do what we want"	0.810	0.000	0.000	0.000
	O_5	References to other union groups i.e. "we must consider the effects on other branches here"	0.020	0.300	0.260	0.120

THEMES ARISING IN DISCUSSION OF ISSUES OF JOB REGULATION BY BRANCH EXECUTIVE COMMITTEES (CONT)

			THEMATIC OCCURRENCE: MEAN FREQUENCY PER ISSUE			
			GAS BRANCH ISSUES DISCUSSED N = 49	ELECTRICITY BRANCH ISSUES DISCUSSED N = 73	LOCAL AUTHORITY BRANCH 1 ISSUES DISCUSSED N = 56	LOCAL AUTHORITY BRANCH 2 ISSUES DISCUSSED N = 57
WIDER SOCIAL THEMES	S_1	Stresses need for branch to adopt a wider social role i.e. "trade unionism is not just about work here, it is also about getting involved in making the country a better place to live in"	0.000	0.000	0.370	0.000
	S_2	Against involvement in issues other than job regulation i.e. "our job is to look after our members here - nothing else"	0.420	0.280	0.170	0.160
RANK AND FILE AND REPRESENTATIVE PROCESS THEMES	R_1	References to Rank and File inhibiting issue pursuit i.e. "our members wont back us on this"	0.850	0.690	0.330	0.220
	R_2	Anti Rank and File statements i.e. ...."they are just a lot of sheep"	0.070	0.490	0.070	0.200
	R_3	Pro Rank and File statements i.e. ...."they are not fools, they know what they want"	0.270	0.110	0.420	0.030
	R_4	References to Rank and File will or interests i.e. "the members are quite clear what they want us to do.."	1.620	0.390	1.200	0.200
	R_5	References to use of representative processes i.e. "we must go-out and sell (or find out) this to the members"	0.490	0.280	0.670	0.120
	R_6	Reference to break-down of representative processes i.e. "Stewards and Branch Officers accusing each other of not doing their job"	0.010	0.040	0.110	0.210
MANAGEMENT THEMES	M_1	Anti-management statements i.e. "Management are just liars in this matter."	1.240	1.500	0.450	0.850
	M_2	Suspicion expressed with regard to management motives i.e. "We have to watch them here, they may have something else in mind they are not yet talking about"	0.040	0.410	0.220	0.510
	M_3	Pro-management statements i.e. "they are being completely fair/open here"	0.240	0.110	0.810	0.240

COMPARISON OF FREQUENCY OF OCCURRENCE (MENTIONS PER 10 ISSUES) IN MAJOR THEMATIC GROUPS:
ALL BRANCHES

THEMATIC GROUP	GAS BRANCH	ELECTRICITY BRANCH	LOCAL AUTHORITY BRANCH 1	LOCAL AUTHORITY BRANCH 2
ISSUE PURSUIT (Items P_1 to P_6 Appendix S45.1)	13.00	18.80	20.70	27.40
WIDER TRADE UNION (Items O_1 to O_5 Appendix S45.1)	35.90	12.80	9.50	6.40
WIDER SOCIAL (Items S_1 and S_2 Appendix S45.1)	4.20	2.80	5.40	1.60
RANK AND FILE AND REPRESENTATIVE PROCESSES (Items R_1 to R_6 Appendix S45.1)	33.10	20.00	28.00	9.80
MANAGEMENT (Items M_1 to M_3 Appendix S45.1)	15.20	20.20	14.80	16.00

Difference between branches x^2 (df, 12) = 42.70[xxx]

xxx Statistically significant at $P < .001$ level