PREFACE

The Study entitled *Work Culture and Work Behaviour in Tea Industry: A Comparative Study of Tea Garden Labour in India and Bangladesh* is an attempt to understand the relationship between work culture and work behaviour in the Tea Garden of India and Bangladesh. Culture of a society is the way of life of its members, the collection of ideas and habits which they learn, share and transmit from generation to generation. Thus, a set of sub-culture traits associated with particular occupation passed on to those who newly enter the occupation which may include beliefs, attitudes, rituals etc is designated as work culture. Behaviour is a response or reaction containing subjective experiences and verbal statements evinced for performing work and it is called work behaviour.

The study comprises eight chapters. Chapter-1 titled **Introduction** presents statement of problem, survey of literature, research strategy, research design and methodology of the study. Chapter-2 titled **Tea Industry in India and Bangladesh** describes the histroy of tea industry, their structure and function, the social organization of work and tea industry including problems and prospects of tea industries in India and Bangladesh. Chapter-3 titled **Universe of the Study** focuses on the name of selected tea gardens in India and Bangladesh, criteria of selection, specials traits of all those tea gardens of India and Bangladesh. Including clear picture all object under consideration for this study. Chapter-4 titled **Socio-economic Background of the Respondents** focuses on the socio-economic conditions as well as politico-administrative and religious structures of the workers of high performing, medium performing and low performing tea industries in India and Bangladesh. Chapter-5 titled **Work Culture and Work Behaviour in High Performing Tea Industry**, Chapter-6 titled **Work Culture and Work Behaviour in Medium Performing Tea Industry** and Chapter-7 titled **Work Culture and Work Behaviour in Low Performing Tea Industry** depicts the elements of work culture and work behaviour in the tea industry of India and Bangladesh which analyse the labour-labour relationship and ethics of work, the form of duty and obligation, work identification, leisure, workout put, holidays, leaves, absenteeism, alcoholism and social security, honesty and sincerity, addiction to alcohol, social security, work commitment, etc. Chapter-8 titled **Summary, Findings and Conclusion** concludes the study along with its findings.