

ABSTRACT

The purpose of this thesis, broadly speaking, is an attempt to analyze the emergence of industrialization and the problems of utilization of labour and labour commitment in the Caribbean; this area is treated as one of the unique *underdeveloped* regions of the world with countries which shared a common cultural heritage of colonialism and the peculiar historical experience of a *plantation system*.

More specifically, the thesis seeks to examine the wider problem within the particular context of the Trinidad & Tobago situation, by presenting initially an historical analysis of the emergence of industrialization and the problems of labour utilization and commitment, and ultimately an empirical analysis of the contemporary situation related to those problems in terms of attitudes and orientations of workers to motivational systems in manufacturing organizations.

Chapter I or the introductory Chapter of this thesis provides a general discussion on the conceptual, theoretical-methodological issues of *industrialization* in relation to underdeveloped areas of the world. The basic argument here is that most of the approaches to analysis of industrialization of underdeveloped areas have been for the most part *structural functionalist* in nature and have been too general, thus proving

to be totally inadequate to deal with *industrialization* of *plantation societies* such as those in the Caribbean. An alternative approach of *industrializing elites* advanced by Clark Kerr et al is proposed as a framework for analysis of *industrialization* of the countries in this region.

Chapter II provides an historical analysis of the emergence of industrialization in the political-economy of Trinidad and Tobago within the frame work of *industrial elites* from late nineteenth century to the late 1930's. The type of *industrial elitism* most evident during that period is recognized as *total colonialism*.

Chapter III deals mainly with the period of industrialization from the late 1930's to the mid 1950's. The type of *industrial elitism* evidenced in this period is referred to as *segmental colonialism* which is characterized by political concessions of the alien elite, in this case the British, and also by the retention of management and ownership in the economy of the then colony of Trinidad and Tobago.

The final section of this Chapter deals with the transition period of industrialization from *colonial administrator elitism to industrialization by invitation* as defined by economists of the region. The Chapter finally addresses it-

self to some of the attendant consequences of that pattern of industrialization for utilization of labour and commitment and the agitation of workers for admission to full economic 'citizenship' through recognition of trade unions and the right to collective bargaining.

Chapter IV discusses in general, the most important works of the relevant literature on the problems of industrialization labour utilization and labour commitment.

Chapter V provides information on the general industrial setting of the organizations to be studied and the method which was adopted for studying the organizations.

The Chapter concludes with a discussion of the methodological issues related to the problem of motivation and incentives in work organizations. Chapter VI provides a descriptive analysis of the organizational climate which provides the special environment within which workers have to perform and the relevance of this environment in influencing workers attitudes and orientations. Chapter VII provides an analysis of workers' attitudes, perceptions, and orientations toward organizational structures with specific reference to incentive structures or motivational patterns existing in those manufacturing organizations.