LIST OF TABLES

CHAPTER 2	
Table 2.1: List of EPC Companies functioning in UAE on regular basis	16
CHAPTER 3	
Table 3.1: Design of Questions with relevance to Facets	44
Table 3.2: Relevance of suggestions to improve Employee Satisfaction to	
Maslow's / Alderfer's theories	50
CHAPTER 4	
Table 4.1: Classification of EPC Companies based on Annual Turnover	55
Table 4.2: List of Top 8 EPC Companies in Oil & Gas Business	57
Table 4.3: Population Demographics of EPC Company employees	57
Table 4.4: Proposed Research Methodology for RO 1	59
Table 4.5: Proposed Research Methodology for RO 2	60
Table 4.6: Proposed Research Methodology for RO 3	61
Table 4.7: Questions for re-calculating Cronbach Alpha	67
Table 4.8: Cronbach Alpha Results	68
CHAPTER 5	
Table 5.1: Questionnaire covering all the 17 facets	78
Table 5.2: Score for each facet after loading	78
Table 5.3: Questionnaire Results of TCN Employees	79
Table 5.4: Questionnaire Results of Expatriate Employees	80
Table 5.5: Employee Satisfaction level of overall employees	80
Table 5.6: Questions for Psychometric Test	81
Table 5.7: Psychometric Test Result for overall employees	81
Table 5.7A: Summary of Survey scores for factored 17 questions	82
Table 5.8: Suggestions received for 17 facets	84
Table 5.9: Employees' preferences on improvement to facets	86

Table 5.10:Employees' Preferences with reference to RO 3	88
Table 5.11:Results of the Structured Interviews	90
Table 5.12:Demographic Response for Q1 (on Appreciation)	91
Table 5.13:Demographic Response for Q2 (on Appreciation)	92
Table 5.14:Demographic Response for Q3 (On Communication)	93
Table 5.15: Demographic Response for Q4 (on Communication)	94
Table 5.16: Demographic Response for Q5 (on Co-Worker)	95
Table 5.17: Demographic Response for Q6 (on Co-Worker)	96
Table 5.18: Demographic Response for Q7 (on Pay)	97
Table 5.19: Demographic Response for Q8 (on Fringe Benefits)	98
Table 5.20: Demographic Response for Q9 (on Fringe Benefits)	99
Table 5.21: Demographic Response for Q10 (on Job Condition)	100
Table 5.22: Demographic Response for Q11 (on Nature of Work)	101
Table 5.23: Demographic Response for Q12 (on Nature of Work)	102
Table 5.24: Demographic Response for Q13 (on Organization)	103
Table 5.25: Demographic Response for Q14 (on Personal Growth)	104
Table 5.26: Demographic Response for Q15 (on Policies & Procedures).	105
Table 5.27: Demographic Response for Q16 (on Policies & Procedures)	106
Table 5.28: Demographic Response for Q17 (on Promotion)	107
Table 5.29: Demographic Response for Q18 (on Promotion)	108
Table 5.30: Demographic Response for Q19 (on Recognition)	109
Table 5.31: Demographic Response for Q20 (on Security)	110
Table 5.32: Demographic Response for Q21 (on Supervision)	111
Table 5.33: Demographic Response for Q22 (on Work Life Balance)	112
Table 5.34: Demographic Response for Q23 (on Work Life Balance)	113
Table 5.35: Demographic Response for Q24 (on Work Life Balance)	114
Table 5.36: Demographic Response for Q25 (on Equality & Respect)	115
Table 5.37: Demographic Response for Q26 (on Equality & Respect)	116
Table 5.38: Demographic Response for Q27 (on Equality & Respect)	117
Table 5.39: Demographic Response for Q28	

(on Work Environment & Safety)	118
Table 5.40: Demographic Response for Q29	
(on Work Environment & Safety)	119
Table 5.41: Hypothesis Test Results	120
Table 5.42: Z test results for Hypothesis 1	121
Table 5.43: Z test results for Hypothesis 2	122