## **ACKNOWLEDGEMENT**

I consider myself highly fortunate to have availed of an opportunity to work under the guidance of Dr.Babu Thomas, Faculty Member, Chh.Shahu Central Institute of Business Education & Research, Kolhapur. I express my deepest gratitude for him for his valuable and scholarly guidance, constructive criticism, sustained interest and encouragement throughout my research work.

I am indeed grateful to Prof.A.D.Shinde, Director of the Institute, for extending to me all the necessary facilities for carrying out the research work.

I wish to record my grateful thanks to Dr.P.S.Rao, Principal of the Institute, for his valuable guidance and suggestions in selecting the topic of this Dissertation.

My sincere thanks further go to Prof.Babu Zachariah, Prof.R.V.Kulkarni, Prof.Magdum and Prof.N.A.Patil, for their help in data analysis; and also to my dear friend Shri.S.Y.Bidkar for his encouragement, moral support and unreserved co-operation throughout.

I wish to record my profound sense of obligation for Shri.R.G.Nerurkar, Managing Director, and Shri.S.R.Khadye, Sr.Manager (Administration), of the Kolhapur Zilla Sahakari Dudh Utpadak Sangh Limited, Kolhapur, who very kindly accorded their permission to me for collecting the relevant data from their organization.

I also wish to acknowledge the direct and indirect help, by way of information and other facilities received from several employees of the Organization under study.

Lastly, I also remember and thank all the people who have helped me one way or the other in completing this research work.

KOLHAPUR March ( ), 1989. B.B. MANGARULKAR