## ACKNOWLEDGEWENT

It is a pleasure for me to acknowledge here the assistance extended by various persons in the completion of
my study. I am indebted to Dr.P.Subba Rao, Principal,
Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur and my dissertation guide
for his constant guidance and suggestions.

I am thankful to Dr.Jakate, Director, Research and Consultancy, Prof.V.P.Wadkar, Vice Principal, Dr. T.S.Sheikh, Coordinator, M.Phil. programme, CSCIBER, Kolhapur and Prof.Devasthali for their valuable instructions and suggestions from time to time in completing my study of dissertation.

I am grateful to Prof.A.D.Shinde, Director, CSCIBER, Kolhapur for providing me all facilities to carry out the present study by placing me in big public sector undertakings.

My sincere thanks are to Shri K.P.Rabindranathan, Chief of personnel, Hindustan Aeronautics Ltd., Bangalore, Sri Ataulla, Deputy Personnel Manager, Indian Telephone Industries Ltd., Bangalore, Sri G.B.Saxena, Deputy Personnel Manager, Indian Airlines Corporation, New Delhi and to the Psychometry Unit of Indian Statistical Institute, Calcutta for their study reports and research papers.

However, I alone assume the full responsibility for the conclusions, errors and omissions.