## ACKNOWLEDGEMENT

It is a pleasure for me to acknowledge here who helped in completion of my study. I am indebted to Dr.V.V. Khanzode, M.Com.,Ph.D. for his guidance and suggestions.

I express my deep sense of obligation to Mr.A.D.Shinde, Director, Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur and Dr.P.S.Rao, Principal who is the constant source of encouragement for my research work.

My special thanks to Mr.Y.E.Choudhari, General Manager, Narsinggirji Mills, Solapur for permitting me to undertake my research work in his organisation. I extend my special thanks to Mr.Mangesh Shinde(Trainee Officer), Mr.Babasaheb Shinde(Asstt.Labour Officer), Mr.Vilas Patrudkar, Labour Officer, Narsingjirji Mills, Solapur, for the study for extending their cooperation to conduct the survey and providing necessary information in this context.

I must express my deep appreciation to Mr.Wadkar H.N. who helped me supplying the information about M.S.T.C.Ltd. from Bombay and Prof.S.S.Pandit, for his help during my field work study at Solapur. It is my duty to pay sincere thanks to my brother Kakasaheb, my friend Mr. A.B.Navale and R.N.Wadkar for the arrangement of finance during my study.

My special thanks are extended to the staff of Chhatrapati Shahu Central Institute of Business Education & Research, specially to Dr.C.S.Shetty & Prof. T.A.Shiware, for their valuable help during my study.

I am thankful to Mr.N.V.Bane who has typed the dissertation in time, clean and neat.

I have to express my deep appreciation to liabrarian and his staff of the institute for the help of books and important periodicals for my study.

Finally, I extend my valuable thanks who directly or indirectly helped me in completion of research work.

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

( VITTHAL S. DHEKALE )



KOL HAP UR DATE : 29/4/50