

A C K N O W L E D G E M E N T S

The present dissertation entitled "A study of Industrial Relations in Selected Iron and Steel Industries in Kolhapur District", is the outcome of research undertaken as the part of the requirement of the degree of Master of Philosophy in Commerce of Shivaji University, Kolhapur.

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 my learned guide Dr.P.S.Rao, Principal, Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur without whose sustained encouragement and invaluable guidance, I could not have presented the dissertation in good time. His role will remain a source of enduring inspiration to me throughout my life.

I am grateful to Prof.A.D.Shinde, Director of Shahu Institute, Kolhapur for his encouragement during the period of writing this dissertation.

One of the intentions of this study is to assess the working of Kolhapur Steel Ltd. and Yashwant Iron and Steel Works Ltd. in respect of the 'Industrial Relations', and to put forth suggestions by which management can mould

better 'Industrial Relations', so as to achieve better results from the organisation as a whole.

I am immensely grateful to the Management of Kolhapur Steel Ltd. and Yashwant Iron and Steel Work Ltd. and its staff and workers for their kind co-operation extended from time to time during my research study period.

My special thanks are due to Shri S.V.Rane, Labour Officer of Kolhapur Steel Ltd. and to Shri S.G.Patil, Labour Officer of Yashwant Iron and Steel Works Ltd. and their assistants for valuable guidance and co-operation in respect of my research study.

I express my heartiest thanks to Shri R.S.Patil, General Secretary of Mechanical and Engineering Kamgar Union and Shri Govind Pansare Union Leader of the Mechanical and Engineering Kamgar Sangh, Kolhapur whose willing co-operation enabled me to collect necessary data.

My gratitude is also due to the University Grants Commission, New Delhi for sanctioning a grant for completion of my M.Phil. course and this dissertation work.

My special thanks are due to Principal, Rajarshi Chh.Shahu College, Kolhapur for his valuable co-operation and Secretary, Rayat Shikshan Sanstha, Satara for allowing

me to go on deputation for one year.

I am also thankful to Prof.P.T.Joseph, Prof.N.R. Patil, Prof.(Dr.) C.S.Shetty, Prof.(Dr.) V.V.Khanzade, Prof. T.A.Shiware, Shri B.D.Patil (Librarian) for their valuable co-operation.

I convey my sincere thanks to Shri Kumbhar, who has done the typing work of this Dissertation.

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

Kolhapur.

Date : 6/9/1986


(S.J.Bhirud)