A.C.K.N.O.W.L.E.D.G.E.M.E.N.I

I take this opportunity to express my feeling of gratitude towards the various authorities & persons who have inspired me in su bmitting this dissertation as a partial fulfilment of M.Phil. Degree &n Commerce.

I consider myself fortunate to have got an opportunity to work under the guidance of Dr. Prof. V.V.Khanzode. I wish to take this opportunity to convey my deep gratitude to him for his valuable advice, constant encouragement, constructive criticism, sustained interest and scholarly guidance right from the suggestion of the topic upto the completion of the manuscript.

My special thanks are due to Prof. A.D.Shinde Director of Chh.Shahu Central Institute of Business Education and Research, Kolhapur, Prof. T.A. Shirare Dean of the faculty of Commerce Shivaji University, Kolhapur and Principal Dr. P.S.Rao for giving me an opportunity to complete this course.

I have no words to express my gratitude to Prin.Shivaji -Rao Bhosale, Vice Chancler, Marathwada University, Auranga-bad for giving me encouragement and advice for the present work.

I am thankful to Prof.(Dr.) C.S. Shreshthi (Shetti) for his encouragement to me in my academic field. I am also thankful to Mr. S.K. Bhapker Labour Officer, Mr. Rajpathak and the respondents from Shri Someshwar Sahakari Sakhar Karkhana Ltd., Someshwarnagar for their valuable co-operation in my data collection.

I express my most sincere thanks and appriciation to Prof.P.S. Musale and Prof V.D. Rupanawar who gave pains taking and untiring help by constant discussion of the subject matter and raising pertinent issues.

KOLHARUR.
DATE: 1-11-18.

(B. S. RUPANAWAR)