ACKNOWLEDGEMENT

I would like to convey my sincere gratitude to my guide Dr. P.S. Rao, Principal, chhatrapati Shahu Central Institute of Business Education & Research, Kolhapur. Without his guidance, advice, suggestions & direction this dissrtation would never have been completed. Dr.Rao's guidance & suggestions were thought - Provoking & he not only touched upon the errors but encouraged to improve upon them.

The Principal of my college Shri A.R. D'Souza is a versatile personality. He is a 'Friend, Philoshopher & guide. Words are of little avail to describe his help in completing the dissertation.

The managing Director of Agro Hydraulics Shri Ketkar extended his hand of co-operation in collecting the data in his own factory as well as the other two factories. Shri Ketkar's suggestions were of immense value because of his long experience in the field of Managing the industries. I owe much to Shri Ketkar & his better half Sou. Ketkar.

Shri D.M. Shah the librarian of Mahila Mahavidyalaya, Karad made available all the refrences,

wherever his hands could extend. He is my colleague & friend but a 'friend in need.' I cordially thank him.

My colleagues & friend & well-wishers like Dr.

M.B. Joshi, Prof. Chavan, Prof. Taru, Prof. Mane, Shri
Ghalsasi, Mrs. Gokhale, Shri. Kasabe & Sathe always
encouraged & helped me in my work. Their impetus was
useful to me.

My better half Sou. Kanchan always inspired, encouraged & entrusted her full confidence in my work. As Kalidasa has pointed out she is not only my wife but "सचिव: सखी" also.

Inadvententty I might have forgotten to mention the obligations of those who helped me but whose names are not listed above. I sincerely thank them.

PLACE : KOLHAPUR

DATE : 29 March 1993

(Mr. B.K. More)
