ACKNOWLEDGEMENT

I propose a sincere and whole hearted gratitude to all those who have in every step of the research process contributed to the success of the study.

The research process went smooth because of Shiroli manufacturers' Association, Kolhapur, Shri D.D. Patil, Vice chairman, Gokul Shirgaon Manufacturers' Association, Kolhapur Shri P. Patil, these authorities helped me with providing information about registered foundry units. I also thank the HR managers and owners of large scale and small foundry units in Gokul Shirgaon MIDC, and Shiroli MIDC, Kolhapur for their valuable time and guidance at every stage.

The research work would not have the shape it has if my guide Dr H. M. Thakar, Director MBA UNIT SUK, would not have shown me the right path throughout the process. My sincere thanks to Dr S. S Mahajan, Head Department of Commerce & Management to approve the proposal and guide me as and when required.

This research was possible because of my parents' orientation and attitude development and imbibing necessary motivation for research. My foundation of life, my father Dr V.B.Aljapurkar and my mother Dr. N. V Aljapurkar, words would be less for expressing my gratitude. Finally my extended family, where my husband Mr Satyajit D Ingawale, has been the greatest support and backbone. Thank you all.