

ACKNOWLEDGEMENT

I consider myself fortunate to have been privileged to work under the guidance of Dr. Babu Thomas, Faculty Member of Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur. I express my deep sense of gratitude to him for his most valuable advice, constructive criticism, sustained interest and scholarly guidance and encouragement through out my research work.

I am highly grateful to Prof. A. D. Shinde, the Director, Dr. P. S. Rao, the Principal, of the Institute and Dr. T. A. Shiware, Dean, Faculty of Commerce, Shivaji University, Kolhapur for their valuable guidance and suggestions.

I remember with gratitude, the honourable Chairman and the members of the Governing Body of the B. L. D. E. Association, Bijapur and Shri. A. G. Sabarad, the Deputy Director of Collegiate Education, Dharwad, who have provided me an opportunity to go for higher studies, by granting study leave for one year. So also, I am thankful to the U. G. C. authorities, New Delhi for their encouragement and financial assistance.

I extend my gratitude to our Principal, Shri A. M. Varanal A. S. P. College of Commerce, Bijapur, who has been a source of inspiration forever and my all colleagues who have encouraged me to take up this course.

My thanks are due to Dr. K. Pradeep Kumar, Prof. Babu Zachariah and Prof. Parvatikar for their valuable co-operation in preparation of questionnaire, data processing and statistical analysis.

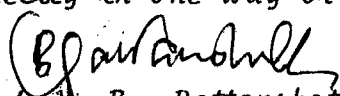
I am grateful to my friends like Prof. Dandra, Prof. S. R. Yadrami, Dr. G. S. Gokavi, Prof. R. G. Allagi, Prof. S. G. Tankasali and Prof. B. M. Jumanal for their valuable guidance during the course of my study.

I wish to place on record my deep sense of gratitude to the personalities of Gokak Mills, Gokak Falls, such as the Mills General Manager, Shri. D. E. A. Paul, Shri. B. G. Jain, A.M.G.M. (Commercial), Shri. P. K. Kakareddy, A.M.G.M. (Works), Shri. S. S. Hegde, Industrial Relations Manager, Smt. S. George, Personnel Manager, Shri. S. S. Ijeri, Sales Manager, and other officials for their whole-hearted co-operation by providing required information for my research study. At the same time, I am thankful to all the respondents from the different departments of the organisation for their timely response.

I may be failing in my duty, If I fail to express my deep sense of gratitude towards my wife Smt. Gangu who has co-operated and inspired me to complete this course. Lastly, I am thankful to all those who helped me directly or indirectly in one way or other.

KOLHAPUR

1.11.1990


Prof. V. B. Pattanshetti