ACKNOWLLDGEMENT

I had the privilege to complete this dissertation under the guidance of Frof. V.M. Chavan, who constantly encouraged me to proceed further, gave special attentation to my difficulties and was ahead of me to put pressure to complete my dissertation sooner.

I am grateful to Director Prof. A.D. Shinde, Principal Dr. P.S. Rao and Prof. Dr. T.A. Shiware, Executive Member and Dean of Commerce Faculty, Shivaji University, Kolhapur and other professors of Shahu Institute, Kolhapur for their encouragement received to me during the period in completion of the dissertation.

I would like to express my deep sense of gratitude to Mr. S.R. PATIL, Chairman of the factory and also thankful to Mr. D.S. Gurav, Managing Director of the factory and Mr. M.V. Patil, Finance Manager of the factory, who spared no pains in going through my spirit and gave words of appreciation frequently. I am also immensely greatful to the executives of the factory for their prompt response and co.-operation in providing my research study.

I am also thankful to the librarian and staff of the Library who have extended unusual co-operation to me which promoted me to complete study in time.

III

My heartfelt gratitudes to Prof. M.H. Shaikh, Prof. M.S. Powar, Mr. T.V. Anantkawals, Prof. T.K. Jadaw, Mr. S.A. Chougule, Miss. Vimal, Mr. S.K. Koli and all of them and to many more who kindly spared their time to go tarough my work and gave frank comments to improve the quality of my dissertation.

This acknowledgement will be complete unless I express my indebtness to my beloved father Shri. D.L. Fotadar and my brothers who supported me financially as well as morally to undertake and complete my M.Phil. in Commerce and Management.

Flace - KOLHAFUR Date - 3/ 2-/1990

Mr. L.J. Potadar Researcher