## ACKNOWLEDGEMENT

I deem it to be my pleasure and privilege to acknowledge the guidance and support given by several persons in completing this work.

I wish to acknowledge with humble gratitude the valuable advice and scholarly guidance which I was privileged to receive from Prof.Dr.N.R.Thorat, Reader & Head, Department of Commerce, Shree Shahaji Chhatrapati Mahavidyalaya, Kolhapur, whose interet in my academic achievement sustained my endeavours and on whom I had come to count on as my personal philosopher and mentor.

I express my deep sense of obligation towards Prof.Dr.V.S.Patil, Coordinator & Head, as also other faculty in the Department of Commerce & Management, Shivaji University, Kolhapur, for encouraging me in my research work. I am indeed obliged to Dr.C.S.Shreshthi, Prof.P.B.Patil, Dr.S.S.Wadkar and Dr.R.A.Darp of Chh.Shahu Central Institute of Business Education & Research (SIBER), Kolhapur.

I am thankful to Shri.R.G.Badiger, Assistant Librarian, SIBER. I am also thankful to Prof.Dr.S.B.Pattanshetty, Head, Department of Hindi, Karnataka Arts College, Dharwad, and teachers Shri.C.R.Joshi, Shri.V.M.Dixit and Smt.J.M.Naik.

I express my deep sense of gratitude to Prin.Smt.Shobha Anban, and all other faculty members of Basel Mission Composite Junior College, Dharwad, for their kind help and timely guidance.

I am ever grateful to all the officers of Pelma Engineering Private Limited (Elmeca Works), Dharwad, particularly Shri.P.V.Pawar, Production Manager, Shri.M.B.Phatak and Shri.S.R.Bhatkal. I am also thankful to the employees of the Organization.

I express my gratitude to my family members, Shri.Pramod R.Shindhe, Miss Bharati R.Shindhe, and Smt.M.V.Shindhe.

I also express my regards to loving friends Shri.R.B.Sawant, Shri.S.V.Kalburgi, Shri.N.R.Patil, Shri.S.B.Patil, Shri.Prakash Desai, Shri. Shankar Tammannavar and Bennur Brothers for their valuable cooperation during the course of my study.

I have no words to express my gratitude towards my parents for their encouragement to develop self-confidence in me and complete the M.Phil.Course.

Lastly, I thank all those persons who have directly and indirectly helped me in completing this research work.

KOLHAPUR December , 1997

Praveen Ramachandra Shindhe