ACKNOWLEDGMENT

At the outset I express my deep sense of gratitude to Dr. A.D. Shinde Director Chh. Shahu Central Institute of Business Education and Research Kolhapur for giving me opportunity and encouragement to under take and complete this work. My guide Prof. Dr.R.V.Kulkarni was a perennial source of guidance and motivation for **Mid.** I express my sincere thanks to him.

I am thankful to professors of SDBER and my colleagues at Vansantraodada Patil institute of management studies and Research miraj, who shared with me their views and comments on research in management. I shall fail in my duties if I do not mention a few of these names. Dr.Hilage,Dr. Sahasrabudhe,Dr. V.M.Chavan, Prof Wadkar, Prof.(Miss R.V.Shinde) were very kind to allot me sometime in spite of their busy schedule.

I express my gratefulness to the management of Shri Mahankali Shetkari Sahakari Sakhar Karkhana, Kavathe Mahankal for permitting me to carry out my research work. My thanks are due to Shri Nanasaheb Sagare, Mr.manej Sagare, Ad. Shri V.F.Kaulgud, Shri Kakade for their help and permission for the field work.

Date :- 29.6.1994

Kaulgud D. M. Kaulgud