## ACKNOWLEDGEMENT

I express my deep sense of gratitude to my research guide Dr. R. G. Dandge, Professor in the Department of Economics, Shivaji University, Kolhapur for his scholarly guidance, meticulous care, inspiring suggestions and keen interest and effective supervision, I could complete this research work. I do not have enough words to express my gratitude to him.

I am sincere thankful to Dr. P. A. Koli, Professor and Head, Department of Economics, Dr. V. B. Jugale, Dr. A. A. Dange, Dr. V. B. Kakade, Dr. P. N. Gavade, Dr. P. S. Kamble, Dr. Mrs. V. P. Katti, Dr. C. S. Bhanumate and the non-teaching staff member Shri A. N. Sable, Shri M. J. Patil and Shri Shrirang Patil of the Department of Economics, Shivaji University, Kolhapur for their kind co-operation for my research work.

I am also thankful to the top[ management of Shri Chh. Shahu Co-operative Sugar Factory Ltd., Kagal and Shri Dudhganga Vedganga Co-operative Sugar Factory Ltd., Bidri, who extended its co-operation rendered help through discussion and made available the annual reports, essential information and data of every department. specially I wish to express my thanks to Shri Vikramsinh Ghatage (Founder President), Shri Vijay Autade (Managing Director), Shri S. A. Kamble (Assistant Secretary), Shri Gudale (labour Officer), Shri R. D. Kamble (Clerk) of Shri Chh. Shahu Co-operative Sugar Factory Ltd., Kagal. I am also thankful to Shri K. P. Patil (Chairman), Shri S. S. Suryawanshi (Vice-Chairman), Shri R. D. Desai (Managing Director), Shri D. S. Varke (Labour Officer) and Shri S. G. Killedar (Office Superintendent) of Shri Dudhganga Vedganga Co-operative Sugar Factory Ltd. Bidri for their kind help and co-operation.

I am very grateful to my mother and father who gives in inspiration each and every movement in my education, life and my hearty thanks to my uncle-aunty, my brothers, sisters, vahini and my nephew and niece also for their constant inspiration and moral support during the research work.

I am thankful to the authorities of the Shivaji University, Kolhapur for the library, Earn and Learn Scheme and Development of Student Welfare Scheme and other facilities extended to me.

I express my thanks to my friends Vandana, Faimida, Ankush, Pradeep, Sarjerao, Nitin, Chandra, Kamla, Chandrakant, Santosh, Deepa, Smita, Neeta, Madhuri, Seema, Nagin, Sangita, Sushma, Rupa, Pragati, Sheela, Sunita and my small sister Nalanda for their kind help and lovely companionship for my research work.

It is my duty to thanks all those who directly and indirectly assisted me through suggestions, valuable comments and much needed encouragement.

I am also thankful to Mrs. S. S. Pasare of Prajakta Typing and Xerox Centre, Kolhapur for neat, elegant and timely computer typing and xeroxing of the dissertation.

## Miss. Kanta Kallappa Kamble