ACKNOWLEDGEMENT

My high regards and thanks are due to my guide

Prof. Miss Savita S.Joshi, M.A., D.H.E., C.J., M.Phil,

D.K.Shinde School of Social Work, Chh. Shahu Central

Institute of Business Education and Research, Kolhapur

for her inspiration and guidance through—out my research

work without which it could have become difficult for

me to complete this work.

I extend my sincere thanks to Prof. A.D.Shinde,
The Director, Chh. Shahu Central Institute Of Business
Education And Research, Kolhapur, for his encouragement.

I am very much grateful to Prof. Dr. A.D.Madgulkar,
Professor and Head, Department of Social Work, for his
valuable guidance and encouragement.

My thanks are due to Mr. Pradeep Kumar of Shahu Institute for his valuable suggestions in the research work.

I am grateful to Mr. Chandran Menon, Managing
Director, Menon and Menon Pvt. Ltd. for allowing me to carry

out the research work in his factory.

I extend my thanks to Mr. Kasote Vilas, Assistant
Manager (Labour Welfare Officer) for providing all
facilities before and during conduct of interviews in the
factory.

I express my thanks to Mr. Ghewade J.R. (D.M.E)
Eng., Menon & Menon, for his valuable help.

I cannot forget to extend my thanks to the workers of Menon & Menon, without their co-operation the research could have become impossible.

I extend my thanks to the Library Staff of Chh. Shahu Institute and Shivaji University.

I express my thanks to N.J.Khatavkar, for his excellence in typing.

Lastly, but not least, I cannot express in words
the sense of gratitude towards my Father & Mother who
remained constant source of inspiration and encouragement
through out my life because of which I could complete
uninterrupted my higher education.

DATE: 12-4-1990.

PLACE: KOLHAPUR

Miss. Dayavati M.Padalkar.

Abadakar: