

## ACKNOWLEDGEMENT

I consider myself fortunate enough to work under the able guidance of Dr. Babu Thomas, Faculty Member, Chh. Shahu Central Institute of Business Education and Research, Kolhapur. I express my deep sense of gratitude to him for his valuable advice, constructive criticism, sustained interest and scholarly guidance as well as encouragement throughout my research work.

I am indeed grateful to Prof. A. D. Shinde, Director of the Institute, for extending to me all the necessary facilities for carrying out this research work.

I am also highly grateful to Prof. P. S. Rao, Principal of the Institute, for his valuable guidance and suggestions.

My sincere thanks go to Prof. Zachariah and Prof. Magdum of the Institute for helping me in data processing.

My thanks are due to Prin. B. F. Chegaraddi and the Management Committee Members of S. A. College, Naregal, for their co-operation. Likewise, I am also highly obliged to my colleagues at the College for their encouragement.

I wish to record my grateful thanks to the General Manager and the Labour Officer of The Gadag Co-operative Textile Mill Limited, Hulkoti, and also to my sample-respondents, without whose co-operation this research study would not have been possible.

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

KOLHAPUR

**R. B. Jadiyahappagoudar**