## : <u>ACKNOWLEDGEMENT</u> :

I am extremely fortunate to have as my guide Dr. M. M. Ali, M.Com. F.D.P.M. (IIMA) Ph.D. I take pride and pleasure to acknowledge here the constant generous and invaluable help, guidence and encouragement which he has been giving me throughout my work. I am grateful to him for his scholarly guidence and help.

I wish to express my deep sense of gratitude to Dr. P. S. Rao, Principal CSIBER, for his continuous encouragement and hearty co-operation which enabled me to complete this work. I am thankful to members of teaching and non-teaching staff of this institute for their kind co-operation.

I feel obliged to my Principal, N. N. Bhagare, Pandharpur College, Pandharpur (District-Solapur) without whose encouragement this dissertation would not have materialised.

My thanks are also due to Mr. Ram Menon, Chairman, Kolhapur Engineering Association, Mr. J. S. Arjunwadkar, Secretary, Kolhapur Engineering Association, Mr. Gajendragadkar of the District Industries Centre, Mr. Chandrakant Desai, Secretary, Shiroli Manufacturing Association, Mr. Shivajirae Desai, Chairman, Kolhapur Chamber of Commerce and Industries, Mr. D. P. Chitnis, Chairman, Gokul Shirgaon Manufacturer's Association, Mr. M. Hudli, Editor, Kolhapur Udhyam Varta, without

....

whose assistance the field work would have been difficult.

I am thankful to all entrepreneurs/manager of the engineering units, which I have visited, who gave me full co-operation in collecting the data and who spend time to discuss their administrative and managerbal problems.

I would like to record my thanks to my friends Prof. G.T.Sangale, Prof. N. L. Jadhav, Prof. U. K. Hundekar, Prof. K. K. Jagadale, Prof. R. D. Salunkhe, Prof. J. K. Thorat, Prof. H. V. Kshirsagar, Prof. S. R. Shinde, Prof. G. P. Kapase, Prof. N. B. Bhagwat, Prof. V. R. Patil, Prof. A. S. Jadhav, Mr. M. B. Shaikh.

I am thankful to my teacher Prof. S. J. Bhirud and Prof. Mrs. Dr. Pandit for their persistant guidence and help.

My parents have been a continuous source of inspiration to me since my childhood. I have no words to express my feelings towards my parents.

My thanks are due to my brother Mr. Yashwant Thorat and my wife Mrs. Jyoti Thorat for their constant encouragement and help.

HIThorat

## (H. D. Thorat )

Date : 4th 0(+.1988

Place : Kolhapur.

....