

█ A C K N O W L E D G E M E N T █

First of all, I wish to express my deep sense of gratitude to the authorities of Shivaji University, Kolhapur who have provided an opportunity to pursue my academic endeavour.

I am highly indebted to Dr. V.S. Patil, Head of Departments of Commerce and Management Shivaji University, Kolhapur who had guided this research work. I express my deep gratitude to him for his valuable and scholarly guidance and constant encouragement at every stage of the research study.

I am equally thankful to all the faculty members of the Department of Commerce and Management for their encouragement for this study.

I am deeply indebted to the management, ICOSPIN Ichalkaranji and specially my thanks to Managing Director, General Manager (Production) Personnel officer, Labour Welfare Officer, Safety Officer, Time Keeper and Social Worker and members of the office staff of ICOSPIN, Ichalkaranji for their valuable Co-operation and help for conducting this research work.

Contd...2

..2..

Last but not the least, I am thankful to Smt. S.B. Halabhavi and Shri Desai of Nipani for neat manual typing and to Amit Job Typing Works, Bindu Chowk, Kolhapur for neat electronic typing of this report in short span of time.

**** Purandhar Dhanapal Nare**