ACKNOWLEDGEMENT

At the very outset, my head kneels before Almighty God, the creator of the whole world, the most Gracious and Benevolent, for bestowing His favour upon me. Due to His blessings, I complete this research study which would otherwise have not been possible.

I would like to express my utmost appreciation and gratitude to my esteemed supervisor, Prof. Abu Sufiyan Zilli, Chairman, Department of Psychology, Aligarh Muslim University, Aligarh, for his constant supervision, earnest guidance, constructive ideas, encouragement and kindness he has shown me throughout my research work. Without his sharp insight and analytical review of my work at every step, this research endeavour would not have been completed successfully.

I owe my most sincere gratitude to Prof. A. P. Singh, Department of Psychology, Banaras Hindu University, Varanasi, for helping me to conduct this research through his erudition and eminent guidance.

The job would be unfinished if I do not extend my thanks and profound gratitude to all those middle managers of different private sectors who spared their precious time from their busy schedule for giving quality data to me.

I would also like to record my deep sense of grateful appreciation to Mr. Sanjiv Agarwaal and Mr. Ankit Varshney for their invaluable support and help in the collection of my data from middle managers working in the various private sectors.

The credit of this work also goes to my dear friends Farha, Fatima, Shabana, Kainat, Zeenat, Amjad, Nadeem, Guddan, Jyoti, Mehmoodun, Shabana Anjum and
Nazia for making easy and simple to this long journey of my research. Their company is an asset for me.

I especially wish to extend my thanks to my brothers Mr. Gaurav Varshney and Mr. Sitanshu Varshney and also to my loving sisters Vaishnavi and Pragya for their expensive concern, moral support and constant encouragement which enhanced my confidence in my struggle to achieve my academic goal.

My vocabulary fails in expressing my heartfelt gratitude to my father Mr. Mukesh Varshney and especially to my mother Mrs. Sadhna Varshney for providing me selfless love, affection, concern and priceless teaching that had made me a better person today. Whenever I doubted myself, my mother had shown her constant belief in me. She was always there for me, to hold my hand and boosting up my confidence when I needed. I accept that if any time in my life, I have ever succeeded: it is only because of my parents.

I feel elation and pleasure to express my deep sense of gratitude to my grandfather and all my family members for their blessings, love and affection which made me able to stand at this stage.

I would also like to acknowledge the cooperation extended to me by the Non-Teaching Staff of the Department of psychology, A.M.U., Aligarh.

Finally, I am thankful to all those who remained directly or indirectly part of this research work.

(Charli)