ACKNOWLEDGEMENT

I believe that a research study is a teamwork, which requires cooperation and support in its every stage. In the present study I have received contribution from so many persons that mention of every name is not possible.

I express my deep sense of gratitude and respect to my guide Dr. Jaishree Rajesh Suryawanshi, Department of Commerce, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad for giving me privilege to work under her able guidance. Despite having very busy schedule and assignments respected, she has spared her valuable time to guide me whenever needed.

I express my sincere thanks to Prof. W. K. Sarwade, Head, Department of Commerce, Dr. Babasaheb Ambedkar Marathwada University for his valuable suggestions and repeated encouragement for this research work. I am also thankful to Dr. M. A. Lokhande, Dr. F. N. Gauri, Dr. Syed Azharuddin, Dr. Veena Humbe, Dr. N. S. Rathi and Dr. Vilas Epper for their motivation and keynote guidelines.

I would like to thank Dr. K. B. Laghane, Former Dean, Faculty of Commerce, Dr. Babasaheb Ambedkar Marathwada University and Dr. S. R. Madan, Ex - Member of Management Council, Dr. Babasaheb Ambedkar Marathwada University for inspiring me to complete the research work.

I would like to express deep sense of gratitude to Hon. President Shri. Prakashdada Solanke, Hon. Secretary Shri. Satishji Chavan, Hon. Member Shri. Vishwasdada Patil, Marathwada Shikshan Prasarak Mandal, Aurangabad and Principal Dr. S. N. Thore, Vice-Principal Dr. C. V. Sirsat, Vinayakrao Patil Mahavidyalaya Vaijapur, for constant encouragement and moral support given to me during research work.

I am very much thankful to my friends Dr. A. P. Borade, Dr. R. B. Lahane, Dr. A. M. Zine, Prof. B. A. Pagare, Dr. S. V. Dahale, Dr. M. S. Wadikar, Prof. M. L. Sonawane, Dr. D. S. Salunke, Prof. S. K. Rathod, Prof.
D. G. Gavali, Prof. R. B. Kale, Prof. S. D. Pardeshi, Prof. J. P. Sonar, Dr. B. G. Lone, Prof. V. R. Parsode, Prof. D. B. Khillari, Prof. M. G. Rajput, Prof. D. P. Shinde and Librarian R. B. Pagore for their affection and for continuously enquiring about my progress for the duration of the study.

I wish to express my special thanks to all the respondent university teachers for spending their valuable time to fill the questionnaire. Without their support this research work could not be completed.

I thank my father Shri. Prakash Bholane, mother Smt. Sunanda Bholane and brother Shri. Vaibhav Bholane for their love, guidance and for always believing in me throughout the years. I cannot forget the inspiration and encouragement obtained from my father-in-law Shri. Gangadhar Sohani.

And, finally I am grateful to my loving and understanding wife Manjushree and my sweet son Atharva for their patience, love, encouragement and sacrifices.