Acknowledgements

This research study is indebted to the contribution and support of a multitude of people who have been with me through thick and thin. I owe this research to them.

First and foremost, I would like to convey my sincere thanks and appreciation for the guidance, mentorship and above all trust that was bestowed on me by my guide Prof. Bino Paul, Dean, School of Management and Labour Studies because of which this study has been possible. He has been a constant source of encouragement and support throughout the period of the study. Sincere word of thanks and gratitude is also due to my DAC members- Prof. D. Parthasarathy and Prof. Madhushree Sekher. Without your guidance and support, this study would not have been possible in its current form. Also, I would like to pay special thanks to my erstwhile DAC member Late Prof. Sharit Bhowmik who left us midway but who helped shape this study during the initial periods.

Acknowledgement is also due to my family, friends and near and dear ones who have put up with me at all times with immense perseverance. I thank all of you for being there with me.