Acknowledgements

I thank god for choosing me as an instrument to accomplish this task. I am deeply grateful to my supervisor Dr. V Madhusudhan Prasad, Professor, School of Management Studies, JNTU Hyderabad for his guidance throughout the research work. Without his help and encouragement I could not have completed the research study. I am thankful to Dr. Haragopal, Professor of Statistics, Osmania University who has helped in statistical analysis of the data.

I thank Oracle Software India Ltd., for allowing me to pursue the thesis work during my tenure with it. My thanks are due to my colleagues, especially my manager Mr. Murali Subramanian, Group Vice-President, whose constant encouragement paved the way forward for me.

I am grateful to Dr. Gopal Mahapatra, Senior Director, Oracle Software India Limited., whose enormous network of resources I could tap into for completing my thesis.

I am particularly thankful to Dr. Uday Kumar Reddy, PhD in Psychology, Professor at National Institute of Rural Development who reviewed my questionnaire, suggested appropriate corrections and provided constant support throughout the research work. I thank Mr. Alok Jha, who taught statistics subject at IPE, Osmania University, Hyderabad, and who helped me in clarifying and suggesting suitable statistical techniques in analyzing the relationships. I am thankful to
Dr. B. Mahadevan, Dean (Administration) at Indian Institute of Management, Bangalore and Dr. Vantipalli Ammineedu, General Manager HR (Rtd.,) at Bharat Electronics Ltd., Bangalore who have reviewed the thesis and provided critical inputs to make it better. I am thankful to Ms. Ritu Sachdeva and Ms. Ashitha Mathur who did the proof reading and corrected the presentation.

Thanks are due to every respondent who has filled the questionnaire, the responses of whom became the basis for the empirical research.

Thanks are also due to my family and my friends for their constant help and encouragement.

V Vivekananda Suri