ACKNOWLEDGEMENT

It gives me an immense pleasure to express my deep sense of gratitude to all those who have helped me during the course of my research study.

I am thankful to the University of Mysore and Department of Studies in Commerce, Vidyavardhaka Research Foundation, A Unit of Vidyavardhaka Sangha (R), Mysuru, for having granted me the permission to work for this Doctoral thesis.

I would like take this opportunity to express my deep sense of gratitude and sincere thanks to my research guide Dr. S. MariGowda, Principal, Vidyavardhaka First Grade College, Mysuru, for his enduring inspiration, guidance, thought provoking suggestions, whole hearted support and all his monumental patience, nobility and kindness which enabled me to pass through successfully a good number of necessary tribulations.

I remember with the sense of gratefulness all Professors of Department of Commerce, Mansagangotri, University of Mysore, Mysuru, for their valuable encouragement and cooperation.

I would like to place on record of my sense of regards to Sri Gundappa Gowda, President, Vidyavardhaka Sangha, Mysuru, Sri P. Vishwanath, Secretary, Vidyavardhaka Sangha, Mysuru, Sri S.N. Lakshminarayana, Treasurer, Vidyavardhaka Sangha, Mysuru and all the committee members of Vidyavardhaka Sangha for having given me an opportunity to undertake this research.

I sincerely acknowledge the help and support extended by the Dr. S. MariGowda, Principal, Vidyavardhaka First Grade College, Mysuru, who has been a role model in inspiring people like me to undertake research work.

I express my sincere thanks to Prof. Lakshmi Narayan, Department of Quantitative Studies, SDMIMD, Mysuru and Prof. Shankar M M, Mentor in CARES, Research and Training Centre, Bengaluru for their help, support and kind co-operation.

I take this opportunity to express my sincere thanks to Dr. S. Ashwini, HOD, PG Department of Commerce, Vidyavardhaka First Grade College, Mysuru, and all
teaching faculty and non-teaching staff of Vidyavardhaka First Grade College and Vidyavardhaka Post Graduate Centre, for their handful support and co-operation during my research work.

My sincere thanks to all the HR Managers and HR Consultants who have devoted their considerable time in responding to the questionnaires and provided valuable suggestions in this regard. I would also like to express my gratitude to National Institute of Personnel Management, Mysore and Bangalore chapter, for their kind support and co-operation.

I am grateful to my parents, brother, sisters and friends without whose encouragement, I would not have reached the present position.

I would like to place on record of my sincere regards to my husband Mr. Pradeep L.S for his continuous, dedicated and constant moral support and understanding extended to me throughout my research work.

I also thank my beloved son Nihal. P for bearing my separation and pre-occupation with this thesis and his frozen support in my research work.

Finally, I thank all those who directly and indirectly helped me in completing this research work.

Rajeshwari G.M