ACKNOWLEDGEMENT

Alhamdulillah, praise be to Allah, the Most Compassionate and the Most Merciful, for giving me the blessings, strength and courage to accomplish the task of my Doctoral thesis. I did not travel alone on this journey, but have received assistance from many people in this research.

I express my heartfelt thanks and gratitude to Janab. Dr. A.K. Khaja Nazeemudeen Saheb, D.Litt. (USA), Secretary and Correspondent, Jamal Mohamed College, Tiruchirappalli for giving me an opportunity to serve this esteemed college.

I am also very much grateful to Haji. K.A. Khaleel Ahamed Saheb, Treasurer, Jamal Mohamed College, Tiruchirappalli for his guidance.

My thanks are due to Haji. Dr. A. M. Mohamed Sindhasha, Principal, Jamal Mohamed College, Tiruchirappalli for his invaluable encouragement, moral support and being an outstanding mentor.

I feel highly indebted to my learned supervisor, Haji. CMA Dr. M. Sheik Mohamed Saheb, M.Com., M.Phil., Ph.D., FCMA., PGDCA., FMSPI., PGDFM., Dip M.A., MBA., M.Phil. (Mgmt)., CIMA Advanced Dip MA (U.K.)., Professor, PG and Research Department of Management Studies, Jamal Mohamed College, Tiruchirappalli for the great opportunity he provided me to pursue a Doctoral degree; for his expertise in the area that has guided me throughout the study; and for his advice, inspiration and constant encouragement for completing the Ph.D. He was more than a supervisor in this whole journey and the early completion of this research was possible only through his tutelage and timely guidance.
I am also thankful to **Rtn. Dr. K. Abdus Samad**, M.B.A., M.Phil, FDPM (IIMK), PhD. (DOMS.MKU), **Director**, Jamal Institute of Management, Jamal Mohamed College, Tiruchirappalli for his encouragement and invaluable support during the period of research.

I also thank **Haji. Dr. R. Khader Mohideen**, M.Com., M.B.A.,M.Phil., Ph.D, **Head**, Jamal Institute of Management, Jamal Mohamed College, Tiruchirappalli, for the excellent support during this program.

I also wish to extend my thanks to **Dr. O. M. Haja Mohideen**, Head, Department of Business Administration, Khader Moideen College, Tanjore and **Dr. V. Selvaraj**, Head, Department Commerce and Business Administration, Nehru Memorial College, Puthanampatti, for being the panels for my Major Review. Their insightful comments and suggestions were of immense value to this research.

I wish to place on record the efforts of respondents to this research who have given their valuable time and shown interest to participate in the pilot and main study. The useful response and valuable insights of these knowledge workers have given a distinct identity to the most crucial part of this research.

I must give special acknowledgement to **Er. S.A.W. Bukari**, **Dr. S.S. Sheik Mohamed**, **Dr. S. Rajagopalan**, **Dr. U. Syed Aktharsha**, **Dr. S.A. Lourthuraj**, **Prof. S. Dawood Ali**, **Prof. A.S. Thofiq Nishath**, **Prof. K.N. Mohamed Fazil** for always being very kind and supportive to me in my endeavour of doctoral research. All the discussions we have had on the most critical issues of this research have made me to elevate my research standards to greater heights and keep learning the newer concepts and issues related to my field.
I am also thankful to My Colleagues and Supportive Staff Members of my parent department for their support throughout the research.

As a matter of fact, I owe my Ph.D. to my compassionate Father, Haji A.K Hussain, who monetarily as well as morally supported me on this uphill task for my age. I must acknowledge that he is the one who has built my research and teaching career without whom I feel I am nothing. I believe that the everlasting prayer of my mother, Hajiani Hasina Hussain, has been the strongest shield for my life. She has been instrumental in making me what I am today.

I would like to express my appreciation to all my family members, especially My Elder brothers Mohamed Siddique bha, Abdul Razak bha, and My sister in law Tasneem Bhabi, for their love, prayers, courage and moral support they gave me throughout the study. Research can be a daunting task at times and some diversion is quintessential for rejuvenating the spirits. I was definitely blessed by the presence of my little nephew whose presence has inevitably pulled me out of my despondency. Thank you Mohamed Arham.

Finally, I acknowledge the supports from everyone in Jamal Mohamed College, Tiruchirappalli.

May Allah bless you all for the kindness shown to me. 

H. Anisa