ACKNOWLEDGEMENTS

I am grateful to Dr. C. T. Bhopatkar, Head (Retd.), Department of Psychology, Gujarat University, for his scholarly guidance, from the planning stage, through the execution, to the preparation of the manuscript, without which the completion of this thesis would have been a remote possibility.

I am thankful to Shri Shamubhai S. Shodhan, Managing Director, and Dr. S.M. Apte, Personnel Manager, The Silver Cotton Mills Ltd., Ahmedabad, for permitting me to use the data for my doctoral thesis. I also owe my thanks to Miss Rashida Rangwala and Shri D.J. Williams, of the same Mill, for helping me in the various stages of data collection.

I owe my gratitude to Dr. S. K. Chatterjee, Director, National Institute of Occupational Health, Ahmedabad, for constantly encouraging me to complete the thesis.

I am also grateful to Shri S.K. Bhattacharya, Research Officer, Occupational Psychology Division, National Institute of Occupational Health, Ahmedabad, for his valuable advice and guidance for the statistical analysis and in the preparation of the manuscript.
My thanks are due to Shri A. Makwana for preparing the figures incorporated in the thesis, and to Shri P.A. Thomas for typing the manuscript.

The others to whom I should extend my thanks are: Shri S.R. Tripathi, Shri N.M. Desai, Miss Hita Shah, Mr. G.G. Parante, Miss Sumitra Mody, Occupational Psychology Division, National Institute of Occupational Health, Ahmedabad, and Shri Kalyan Bose, Miss Mandira Mukherjee, Miss Vasu Gokani and Mrs. Pratima Bhattacharjee for rendering their unreserved help in tabulation and statistical analysis of the thesis.

Last, but not the least, I thankfully acknowledge those personnel who spontaneously agreed to become the subjects, as otherwise the study could not have been carried out.