Acknowledgement

First and foremost, I would like to thank God for the abundant blessings that has been showered upon me for the completion of this work.

Words fail me as I try to express my gratitude to my guide Dr. Muraleedharan, a wonderful human being who stood by me as a strong pillar of support and worked selflessly along with me. His constructive suggestions gave the intellectual impetus to my work. I have been extremely fortunate to have a mentor in him who guided me not just through the intellectual part of the exercise but also cared for me genuinely. It is never easy to coordinate with a long distance guide but he gave me the liberty to call him anytime and clarify my doubts. During those long conversations with him over the phone, I used to often wonder whether I would ever be as good a guide to my students as he has been to me. He helped me keep my sanity and spirit alive through these five long arduous years. I thank him from the bottom of my heart.

I’m thankful to Mahatma Gandhi University for providing me an opportunity to conduct my research. I also thank the Research Centre at Maharaja’s College, Cochin for helping me with the necessary correspondence with the University.

My heartfelt gratitude goes to Prof. Sunil Kumar Menon, Head of the Department of Economics at Maharaja’s College who was always kind and supportive in helping me deal with the bureaucratic hurdles that a Ph.D scholar usually faces while engaging with the University and the Research Centre. My thanks also goes to all the external experts; Prof. Rajasenan, Prof. K.K. George, Prof. Martin, Prof. T.V. Francy and Prof. Ajith Kumar who with their critical comments during the work-in-progress presentations helped me to improvise on my work.

I am grateful to Mr. Varghese Abraham, Ms. Preethi Neelakandhan, Ms. Latha Harinarayanan and Mr. Anil Thankachan for providing me with
valuable contacts for data collection. I am grateful to Mr. Prakash Bare who gave me a nuanced understanding of the IT industry in the initial stages of my work. My sincere thanks go to the human resource managers and employees of the Information Technology Industry in Bangalore for their kind cooperation during the interviews. I wish to express my gratitude to Mr. Jayasimha who helped me with the statistical analysis of data. He was extremely accommodative of the changes I kept suggesting from time to time. Without his help it would have been difficult to succeed in this challenge. My thanks also go to Mr. Shivakumar who helped me with the formatting, and printing of my thesis.

Sometimes we need someone really close to us to dream big for us. I owe my Ph.D to my father, Shri V.K. Vijayagopalan because it was his dream to see me earn this degree. After all the chidings and persuasions but most importantly his blessings, I have been able to accomplish this task.

I want to thank my family; my husband Pradeep, my son Adarsh and daughter Anupama for being part of my journey; watching and listening patiently through all my trials and tribulations. I’m sure they didn’t feel very good to see me immersed in my laptop and books all the time!! I thank them for loving me so much.

Every milestone that I achieved since I was a child excited my dear sister Vidya more than anybody else. Her strong presence in my life encourages me to strive higher and higher. There wouldn’t be a better occasion than now to thank her.

I thank all my colleagues in the Dept. of Economics at Christ University, Bangalore for urging me to complete my work at the earliest. A special word of thanks goes to Dr. Fr. Abraham, Pro-Vice Chancellor, Christ University for helping me out with the NOC and other relevant documents for registration.

My good friends have in one way or the other contributed to my achievement during these years. I would like to first thank my friend Greeshma who
perhaps knows as much about my work as I do because I left her with no choice but to listen to me whenever I wanted to talk about it. I thank Sowmya and Binu for the hospitality they showered on me whenever I barged into their house during my visits to the research centre at Cochin. Thanks to Ann for asking me to meticulously maintain all documents concerning the University and her advice has stood me in good stead. I thank Suni and Reshma for those lively conversations in the evenings when I would call them to de-stress myself after a long day of work. I thank my friend Freddy for driving me to my home through the maddening traffic of Bangalore city almost every other day and for being part of my “Ph.D conversations”. I want to thank my good friend and colleague Professor Gerard Rassendren who has a calming effect no matter how stormy the weather is. His balanced perspectives helped me in sailing through. I want to thank my friend Pramod who often listened to my difficulties of multi-tasking; of the balancing act between work, home and research. He encouraged me to stay on course and kept injecting doses of optimism in me.

My journey to completion of Ph.D never began in a vaccum. I thank my friend Dr. P.A. Mathew who sowed the seeds of research in my mind when I joined Christ University in 2005. He made me understand the importance of research in active academics and made me part of research projects which provided the needed exposure to take on this challenge.

I thank my mother for giving me birth and I’m sure it is her blessings that has helped me accomplish all that I have yearned for in this academic journey.