Acknowledgement

First of all, I believe that whatever I achieved in my academic career is the result of Almighty's grace.

With profound regards I wish to express my sincere feelings of gratitude to those who have been instrumental in bringing out this piece of study. I am, indeed, very short of adequate and appropriate words to extend my deep sense of indebtedness to my learned supervisor Dr. Nawab Ali Khan, Reader, Department of Commerce, Aligarh Muslim University, Aligarh for his able supervision, seasoned guidance and constant encouragement in the completion of this study. His deep insight into the subject matter combined with apt research methodology and devotion to work enabled me to overcome many difficulties from time to time. His outstanding cooperation, unfailing affection and stimulating inspiration have always remained with me. I feel deeply gratified in expressing my heartfelt gratitude to him for his unparalleled favour to me in the completion of this study.

With equal and sincere gratitude I feel very indebted to my revered teacher Prof. Nafees Baig former Chairman and Dean, Faculty of Commerce, A.M.U., Aligarh, who was kind enough to get me enrolled under his supervision. His valuable guidance, affectionate treatment and encouragement which shaped my career are still enshrined in my heart. His absence at this junction pains me a lot.
I am deeply indebted to Prof. M. Mushtaque Ahmad, Chairman, Department of Commerce, A.M.U., Aligarh who evinced personal interest in my work and sought to resolve my difficulties from time to time. His whole hearted involvement, constant inspiration and encouragement have always been guiding me during the course of study.

I am equally thankful to Prof. Qamaruddin Khan, Dean, Faculty of Commerce, A.M.U., Aligarh for his constructive and timely suggestions which have been a sense of inspiration to me in pursuing my academic activities.

I shall ever remain grateful to all my teachers in the Department of Commerce, A.M.U., Aligarh for their intermitent suggestions and valuable ideas which immensely helped me in the development and refinement of this study. In particular, I offer my deep regards to Prof. Mohammad Ali, Prof. Sharifur Rehman, Prof. Badar A. Iqbal, Dr. S.U. Farooqui, Dr. Z.U. Khairoowala, Dr. M. Mohsin Khan, Dr. Mohd. Yameen, Dr. Mohd. Asif Khan for their help and encouragement during the course of the study.

I would be unfair on my part, if I do not record my appreciation for my revered parents for showering their blessings on me in the absence of which it would have not been possible for me to completed this work. I would be failing in my duty if I do not appreciate the encouraging attitude of my brothers, Manoj, Manish bhabhi Anshu and nephew Joy for an unusual degree of tolerance during the course of this study.
Without their active and competent assistance, completion of the work would not have been possible.

I am also indebted to the officials of MMTC, BHEL, ONGC, SAIL, NTPC, ITL and Satyam Computers Services, Ltd. and Librarians of the Ratan Tata Library, University of Delhi, Delhi, Faculty of Management Sciences, University of Delhi, Delhi Management Development Institute, Gurgaon for extending their necessary help and cooperation.

The contribution of colleagues and friends matters a lot in any endeavours in life I must thank all my colleagues especially to Liju, Arshad, Miss Smita, Miss Amit and Miss Jyoti for their cooperation.

I am much obliged to all the office and seminar Library staff of the Faculty of Commerce, A.M.U., Aligarh. In particular, I thank M/s S. Salman Siddque, Mr. Akhtar Sami Khan, Ali Hasan, Khwaja Parvez, M. Akram and Anees Ahmad, for their kind cooperation. In the end, I must acknowledge M. Haroon and M. Tariq for typing the entire thesis with all labor and efficiency.

(Reshu Agarwal)