Acknowledgements

I express my heartfelt thanks to my supervisors Prof. Bino Paul GD. Dainty for their excellent and patient guidance throughout the course of the research. He has given me advice, which was vital to the successful completion of the research, encouragement at times when all efforts seemed to yield no fruitful results and a rare sort of kindness which has never before been shown to me.

I owe a debt of gratitude to Prof. K. Narayanan, IIT Bombay and Prof. D.K. Srivastava, TISS Mumbai for their continuous support and guidance in my research, without which engaging in this research would have been impossible. They continuously motivated me and guided me as a mentor.

I wish to also express my sincerest gratitude and heartfelt thanks to the Director, Dean and Chairperson, Centre for Research Methodology, Tata Institute of Social Science, Mumbai, for giving me the necessary logistical and financial support during the conduct of fieldwork for the research in Mumbai, Hyderabad and Bangalore. In recognition of their efforts, I express my deepest appreciation for their support.

I owe a debt of gratitude to Uma Devaguptapu, Corporate Director-HR at ITW India for her continuous support and co-operation in my research, without which engaging establishments in a research of this nature would have been impossible. She continuously motivated me and guided me as a mentor. I am also grateful to Professor M. Showry, and Professor Vara Prasad for continuous guidance. They continuously inspired me for higher studies and provided emotional support.

My thanks also go to many friends at Tata Institute of Social Sciences, Mumbai and IBS Hyderabad. Their assistance, suggestions and encouragements have been very vital in my pursuit of a Master of Philosophy. My special thanks to my wife Kaberi for proof reading and meticulously editing the content of research. I owe a debt of gratitude and love to her. Certainly, there are numerous others whom I have not mentioned here, but they have helped in diverse ways to make the data collection a successful one. I am grateful to them for their assistance in this regard.

Most importantly, on a more personal, I wish to thank my parents Awadh Prasad and Usha and elder brother Anand and younger sister Archana for raising, supporting, motivating and loving me.

Ashutosh B. Murti