ACKNOWLEDGEMENT

This seems to be opportune moment for me to express my feelings towards all those who have untiringly helped me in the completion of my project work.

At the very outset, I take the opportunity to express my deepest gratitude and thanks to my Guide, Prof. Dr. R. R. Pansare of Poona college of Arts, commerce and Science, Camp Pune. He is the HOD of (Cost & Works Accounting). He showed extreme enthusiasm and guided me to complete this mammoth task. He handled all my difficulties carefully and patiently, he allotted his valuable time for my work. I would like to extend my thanks to the HOD Commerce department Poona college Prof. Khalid Zaheer, who extended me help at every stage despite of his busy schedule. I am especially grateful to my Ph.D Coordinator Prof. Nasrin Khan who guided me despite of her extremely tight schedule. She always supported me to finish my work.

I express gratitude towards the Librarian of Pune university (Department of Commerce). He provided me various books, Magazines, dissertation and thesis whenever it was required. I am grateful to Ms. Archana Kamthe the Librarian of Sinhgad college of Commerce for arranging necessary resources. I thank the administration of BMCC College and Tilak Maharashtra University library for providing me with useful inputs for the secondary data collected in my study.

I also acknowledge my sincere and special thanks to all small scale industries in Pune city that are the basic element of my work. Without their cooperation, data collection would never be possible. Several managers, workers and owners of SSIs contributed their valuable information relevant to my work without much hesitation.

I wish to extend my gratitude and thanks to Mahratta Chamber of Commerce Industries and Agriculture, Pune (MICCA) for all their help. Mr Shriram Joshi Assistant Director (HRD,QPE&SAFETY) made several suggestions that have made this research study meaningful.
I thank the authorities of District Industries Center, Pune for their valuable inputs. I also thank all the Safety Officers who contributed actively for helping me to do this kind of study.

Mr. Rajendra Pathak who is a safety auditor, provided me with all the help and cooperation that was required to gain a detailed understanding of safety issues with the small scale sector. Without his help, this thesis would indeed have been incomplete.

I am also thankful to my loveable family members for their love and encouragement, specially my sweet daughters Swarali and Pranali. Prof. Vinaya Shinde who is my niece, helped me to get rid of several obstacles that I encountered during my work.

I cannot forget my sister Mrs. Senha Muchandi her two sons and my brothers, who gladly supported me in my study. They deserve my deep respect for the kind of help they provided.

I owe a lot to my parents, who encouraged and helped me at every stage of my personal and academic life, and longed to see this achievement come true but unfortunately, are not with me. I deeply miss my mother Sangeeta Kadam, and father C.G Kadam who are not with me to share this joy of academic achievement.

My supportive friends and Colleagues Asst Teacher Reeta Madan and Geeta Agarkar always supported me during my work. They always stood by me by sharing work and responsibility, whenever the situation demanded. Mr. Rajeev Madan helped me several times for gathering useful information. I attribute the success of my project to all the mentioned above.

Mrs. Manisha S. Shinde
(Research Student)

IV.
Dedication

With love,

I bow in admiration and humbly dedicate this work in the loving memory of my parents, Late. Sangeeta Kadam and Chandrakant Kadam who raised me, and taught me to follow the ways of God. You always dreamt about my success. You have indeed inspired me with your love and encouragement. I promise to keep up the good work.