ACKNOWLEDGEMENTS

Research work is a stimulating and complex endeavour which involves tremendous inputs for its successful completion. I hereby heartily express my personal gratitude to those all who made this research a successful event of my life.

Of all, the first to be thanked are my esteemed supervisors, Dr. Anuradha Bhandari and Dr. Meena Sehgal. I express my sincerest gratitude to them for their constant and active involvement in the present work. Their expert, able and critical guidance enabled me to accomplish the hard task of completing the present study. I shall remain grateful to them for their immense help and valuable suggestions.

I am indebted to Professor Jitendra Mohan whose presence has always been of great inspiration in achieving my goal. I earnestly thank him for always being there when needed.

I am grateful to the Chairperson of the department of Psychology, Panjab University, Chandigarh for providing facilities to carry out the research work.

Thanks are due to Mr.C.M.Behl and Ms.Saroj of the Computer Centre, Panjab University, for their unfailing help at the various stages of computation of the present work.

I express my deep gratitude and appreciation to personnel departments of Escorts Ltd., Eicher Ltd. and HMT Pinjore. I am specially grateful to Mr.R.K.Sood of Escorts
Tractors Ltd., Ms.B.Saxena and Ms. Abha of Escorts (Plant I), Mr. Deepak Bist and Mr. Mahalingam of HMT Ltd. and Mr.L.C.Sharma of Punjab Tractors Ltd. for making the procedure of data collection successful.

My sincerest thanks and gratitude to my friends Neeraj, Manju, Shaminder and Manreet who provided constant support and help in the conduction of this study.

I am thankful to Mr.S.Vaid and Harbans Reprographic Aids for their technical assistance.

Thanks are also due to all the managers who participated in this study with great zeal and enthusiasm inspite of heavy work load.

I wish to thank the UNIVERSITY GRANTS COMMISSION for providing me the fellowship to undertake this project.

Above all, I am deeply grateful to my parents and grand-parents who were always a source of constant inspiration and encouragement and to my brothers Sanjeev and Ajay for actively supporting me throughout this endeavour.

Lastly I would like to thank everybody around me who made my stay in Chandigarh worth remembering.

(RENU TAYAL)