Acknowledgment

At the time of my retirement in 1998, I had not decided future program in post retirement life. My main job in service was basically related with training of workers in industrial units. One day, after a casual meeting with Dr. P. C Shejwalkar, Director, Institute of Management Education, Pune, I decided to join MBA classes and completed two years training in 1990.

1991 was a very crucial year for our nation. The new industrial policy declared by Government of India changed the industrial scene of India. I think, the full freedom to dream the way you like, came only in 1991. This new situation inspired me to do some constructive job in the rest of my life. So I decided to involve myself in teaching line. A new tiny institute called “Asian Institute of HRD” was set up in 1991, to conduct in house training programs for the employees in industrial units. Afterwards I got myself involved in the training activity in Maharashtra and Gujarat for more than 12 years. During this period I came in contact with several authorities and dignitaries in Tata SSL Borivali, and in Tarapur MIDC, Thane District. In many seminars conducted in those days the main theme was how to face the threats of globalization and other related problems. The only repeated answer was organizing continuous training programs for employees to sharpen their skills. In such programs, my teasing question used to be to find out to what extent these programs were useful to harmonize better relations, and to hone the required skills of employees. I also made efforts to find out whether any organization tried to study in this direction. But no one could respond positively with any satisfactory answer.

In the mean while, I got myself acquainted with another management institute in Karvenagar which is known as Smt. Hiraben Nanavati Institute of Management & Research for Women. The library of this institute was well equipped with good books and all modern amenities. Due to my reading habits, I used to go to this
library once or twice in a week. In 2003, I got an opportunity to attend a two days seminar on “Research Methodology” in this Institute. Dr. Mrs. Pratibha Joshi, the Director of the institute had organized this program. This seminar motivated me to conduct research on any burning topic related with HR. The changing role of HR in the present business environment had provided me the impetus to probe into major strategic HR tool – Training of employees and its utility value for business growth. My curiosity and inquisitiveness in this subject did not allow me to prefer any other topic. Hence, I discussed it with Dr. Mrs. Joshi. She consented to finalize this topic and was also kind enough to guide me in this project. Without wasting time, the project was registered in Pune University in 2003. I started my study in the college library regularly. Whenever I found any difficulty, I used to approach my guide, who used to extend full assistance in spite of her busy schedule.

In any noble mission, difficulties everybody has to face. I was not at all an exception. When I was busy in studies, in October 2006 I met with a very severe accident which discontinued my study for near about eight to ten months. From July 2007, after recovery, I started studies with full energy and zeal on this project and in July 2010, I could see the light at the end of tunnel.

I could complete the thesis due to active moral support of Dr. Mrs. Pratibha Joshi my guide and a very efficient executive, I met so far in my life. I salute her patience and systematic approach in every activity undertaken by her in her academic career. She is the most efficient academician of high repute. She has guided me at all stages. She was the most motivating power to me during this academic journey. I prefer to stay in her gratitude.

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Moreshwar Waman Abhyankar