ACKNOWLEDGEMENT

My first thanks and praise for Almighty God, the sustainer after the universe and the most kind and merciful, without His blessings nothing would have been possible. I thank to Him for the strength and patience that He provided me to complete this work.

No journey could be as interesting and challenging as the doing your first research work. This thesis is a culmination of extensive study, but not a solitary effort. In the process, I interacted with some of the best academicians and practitioners/professionals. I thank all of them who taught me different things which lack in formal studies. There are numerous individuals who have provided me with support and encouragement in form of precious ideas and required guidelines. It gives me immense pleasure and honour to extend my deepest gratitude to my Supervisor Dr. Raj Kumar, Professor, Institute of Management Studies and Research, Maharshi Dayanand University, Rohtak (Haryana), for his scholarly guidance, expert opinion, encouragement and inspiration to complete this study. The invariable motivation and perspicacious observations provided by him always propelled me to do more. Guiding research scholar is like nurturing a plant. His contribution to this thesis as well as in my life cannot be stated in words and thanked. I owe my gratitude towards him.

I am truly grateful to respected Dr. Neelam Jain, Professor, Dean and Director, Institute of Management Studies and Research, Maharshi Dayanand University, Rohtak (Haryana) for her whole hearted support.

I would like to extend my sincere regards and thanks towards all the faculty members (specially HR Faculties) and all other members of the academic staff provided valuable insights in setting the line of research at Institute of Management Studies and Research, Maharshi Dayanand University, Rohtak. Dr. H. J Ghosh Roy, Former Director and Dean, IMSAR, had been a beacon light for this study. He inspired me a number of times during my research work. My peer scholars also helped me in managing my work a number of times. I am equally grateful to Mr. R.K. Bajaj and other administrative staff of the institute for their round the clock help. The Non-academic staff also helped me a number of times for the fulfilment of my work without any hindrance.
I thank Dr. (Mrs.) Harjeet Kaur and Mr. Dinesh Dhankar for their sagacious comments on my work at different stages.

There are many who helped me with my data collection efforts. A thesis requires considerable support from different corners. I take this opportunity to mention a few of them who helped me in this journey. Help from Mrs. Mitali Bose and Mr. Debashish Dutta was outstanding as they provided the details of various employees working in various corporate sectors and helped me to collect my data. I owe a lot to my friends and cousins who were always there to host me in different cities. The complete names would not be possible to list here but Mr. Ajit Pal Singh, Ms. Ritu, Ms. Jaspreet Thind, Mr. Harpreet and Mr. Umesh Raghvan deserve a special mention.

I express my sincere thanks to authors whose works I have the privilege to consult and quote so frequently in my thesis.

No words, No language is ever adequate to express my heartfelt veneration for my husband Mr. Varinder Kamboj for his cheerful & enthusiastic support and efforts to cooperate with me during my doctoral education. He has always helped me to make a balance between my work and life. The main source behind this attempt was the inspiring wishes and blessings of my father Mr. Harjit Singh and father-in-law Mr. Rajpal Kamboj, my mother Mrs. Gurmeet Kour and mother-in-law Mrs. Shyam Devi and my brother Pal, and sister Ritu. My in-laws, other friends and relatives also supported me all the times during my research work. Last but not the least, this thesis owes a lot to my little prince, Raghav Kamboj, whose love was a great inspiration for me to give the final touch to my thesis.

Gurvinder Kaur