I owe my unmeasurable and unrequitable debt to Dr. O.P. Goyal, Professor and Dean, Faculty of Commerce and Business Management, M.D. University, Rohtak, for always having been extremely benignant and ungrudging in giving me an unforbidden access to his acumen in this field. It gives me immense pleasure to express my heart-felt gratitude to him for the propelling and persuasive guidance, painstaking and untiring involvement with every line of this study, as also for his prolific suggestions and advice for perpetual modifications and improvements. I can not find words to express my feelings towards him. Without his able guidance and inspiration and undeviated devotion the present work would not have been completed.

I am also highly thankful to the Managing Directors and Departmental Heads and above all the respondents belonging to the Hindustan Insecticides Ltd., Delhi; Maruti Udyog Ltd., Gurgaon; The Haryana Co-operative Sugar Mills Ltd., Rohtak and Hindustan National Glass Industry Pvt. Ltd., Bahadurgarh, for having extended their unbounded Co-operation in providing adequate information and spared their valuable time by patiently brimming up the schedule issued to them for this study.

I must offer my gratitudes to Dr. D.S. Chaudhary, Professor, Department of Political Science and
Dr. K.S. Sangwan, Professor, Department of Sociology, M.D.University, Rohtak for continuously inspiring me to complete this research endeavour.

I am also fortunate enough for getting able co-operation and benign wishes of Mrs. Asha Goyal, wife of Dr. O.P. Goyal, Miss Sarika, Mr. Ravi Peter and Mr. Om Pal Singh and many more in some way or the other.

I don't know how to express my heartiest thanks to my husband Dr. Daleep Singh, Reader, Department of Business Management, M.D.University, Rohtak, daughter Anu and son Himanshu, Without whose able co-operation it would not have been feasible for me even to think of venturing into this work.

Finally, the credit for the observed and adepted excellence in typing goes to Mr. B.S. Rawat, who operates from M/s Arora Electrostat, Medical More, Rohtak.

March, 1992

(SUNITA)