ACKNOWLEDGEMENTS

I owe my gratitude to Dr. N. Jayashankaran, M.Sc., M.B.A., M.Phil, Grad. OR. Ph.D., my guide, who had been instrumental for my basic awareness to the amazing application value of catastrophe theory in Social Science besides his continuous guidance throughout this work.

I am grateful to Sri N. Gopalaswamy, Whole-time Director of Dalmia Cement (Bharat)Ltd., primarily for his encouraging words and motivational talks, enthusing me to do this work, and for his gracious permission for conducting the study in the Dalmiapuram unit of Dalmia Cement (Bharat)Ltd.

I am equally thankful to Prof. Pyarelal Arya, Director, Bharathidasan Institute of Management, for having enlisted me as the first candidate to register for Doctoral studies in his Institute and for his continuous support in extending all facilities including very valuable library facility.

The Researcher is greatly benefited by the literature resources rendered by Rajasthan University, Jaipur. Particularly he owes his indebtedness to its Chief Librarian, who was kind enough in getting the extracts of very valuable papers in Catastrophe theory.

The Researcher thanks for the unforgettable co-operation and co-ordination extended by Mr G. Murugesh, Personnel Officer, Dalmia Cement (Bharat)Ltd., and the enthusiastic team consisting of Miss L.V. Meera, Mrs Bhama Veeraraghavan and Miss. C. Uma Maheswari, for giving all assistance in collecting the data through the questionnaires.
There are two parts of preparation of this report. For the structural part, the team comprised of Mr. B. Seshasayee, Manager (Management Services) Dalmia Cement (Bharat)Ltd., Mr. G. Chandrasekhar and Mr A. Kalyanasundaram, Dy Managers of EDP, Mr C V Ravindran, Programmer and Mrs. Hema Venkateshwara, Part-time Consultant, had helped the researcher in programming the questionnaire, analysis and tabulation. The researcher profusely thanks them.

There are quite a few people, who rendered their valuable information drawn out of their personal knowledge and experience on the subject and also on the history of the unit and its Trade Union dynamics, particularly, Mr T.K. Joshua, President, Dalmia Cement (Bharat)Ltd., Mr R K Swamy, Dy. Executive Director, Dalmia Cement (Bharat)Ltd., and Mr K.A. Kumaravel, Working President, Dalmia Cement National Workers' Union and Mr G Mariadoss, former Secretary of the same Union. The researcher thanks them all. Similarly Mr P Mohandass P.A. to Director, Dalmia Cement (Bharat)Ltd., rendered valuable assistance in writing the case in the Annexure. The Researcher thanks him profusely.

Last but not the least, the voluminous work done by Mr. S. Balasubramaniam, Stenographer, Dalmia Cement (Bharat)Ltd., in preparing the thesis is very praiseworthy. The researcher thanks him profusely.

Tiruchirappalli
01.06.1992.

V. SREENTVASSAN