ACKNOWLEDGEMENTS

First and foremost, I would like to express my deep gratitude and sincere thanks to my worthy supervisor, Dr. S.S. Chahar, Head, Department of Public Administration, M.D. University, Rohtak who not only suggested me such an excellent topic for research but also constantly inspired, encouraged and guided me at every stage during the course of my research. His valuable suggestions provided me all the necessary inputs for the successful completion of the study.

I am highly grateful to Dr. (Mrs.) Shashi Mehra, Reader, Department of Public Administration, Dr. S.S. Dahiya, Lecturer, Department of Public Administration and Dr. S.C. Arora, Reader, Department of Public Administration, for their timely support and encouragement.

I feel extremely indebted to Dr. S.C. Malik, Reader, Department of Statistics, for taking personal interest in guiding me in the application of Chi-Square for analysing the data.

Moreover, I feel obliged to the workers, trade union and management of NFL (Panipat), Sugar Mills (Karnal) and SPL (Bahadurgarh) for their cooperation and contribution. Also, all the members of Labour Department, Haryana and concerned Labour Offices deserve appreciation for their supporting involvement and help in the collection of data.
My thanks are due to the Librarian and library staff, Maharshi Dayanand University Library, South Campus Library, Delhi University, Teen Murti Library, Jawaharlal Nehru University Library, Kurukshetra University Library for their always willing assistance during library consultations for completing the study.

I owe my thanks to Mr. Amit Kumar of Computer Techno Point who helped me in quick processing of the data and typed my thesis neatly.

I owe deep regards to my brother-in-law Sh. Zile Singh Kharub and to my parents for encouraging and affectionately scolding me for completing the study.

Any amount of gratitude would be too little for my husband Om Prakash Kharub without whose indulgence, support and motivation, this research work would never have been successfully completed.

Place: Rohtak

Date: April, 2003.

Anita Balhara