

ACKNOWLEDGEMENTS

It gives me an immense pleasure to complete this work under the supervision and guidance of Dr. O.P. Goyal, Professor of Commerce, Dean, Faculty of Commerce & Business Administration, M.D.U., Rohtak. His profound understanding of the subject matter, command over research methodology and keen interest in the science of applied statistics underwent a long way in the fulfilment of this uphill task. Dr. Goyal not only started me off with a comprehensive survey of what needed to be done, but has shared throughout in every detail of its execution, fertile in suggestion, ruthless in criticism and vigilant in the detection of errors. It is really difficult for me to ventilate my feelings that I have towards Dr. Goyal.

It further gives me entire satisfaction in appreciating the co-operation and help given to me by Dr. S.N. Mittal, Professor & Head, Deptt. of Commerce, M.D.U., Rohtak. I can't remain but to appreciate his valuable suggestions in the matter of sampling and other matters. He lost no time regarding any administrative work I could have in connection with my research work. I feel suppressed under the weight of his gratitude.

I am thankful to Dr. L.N. Dahiya, Reader, Deptt. of Commerce and Ex.Registrar, M.D.U., Rohtak for his sane and timely advice, whenever I approached him regarding any research work.

I feel highly indebted to Dr. Udai Pareek, Ex.Professor of Organisation Behaviour, Indian Institute of Management, Ahemdabad for his unqualified invaluable guidance in this work. Though his every word was a piece of Bible to me, I particularly found him ice-breaker in the matter of instruments to be used for measuring variables under study. My success or failure in this work would largely depend as to which extent I have grasped this born scholar of Asian Fame.

15/11/20

A great scholar who has been actively associated with this work from its inception to the completion is Dr. Narender Dixit, Professor of Organisation Behaviour, Indian Institute of Management, Lucknow. Although his was a final word to me in most respects, yet he was especially helpful in the matters of conceptualization of terms and the proper research strategy to be employed to tackle the problem under investigation. I can only foresee a great future lying ahead to this young energetic scholar.

Dr. Sagar Sharma, Professor & Head, Deptt. of Psychology, H.P. Univ. Shimla; Dr. D.S. Dwedi, Professor of Management, K.U. Kurukshetra; Dr. B.S. Bhatia, Professor of Commerce, Punjabi Univ. Patiala, are a few luminaries whom I consulted at different stages of my work and found their suggestions highly rewarding and fruitful. I have been deeply touched by the sweetness, gentleness and above all wiseness of these stars of academic world.

Dr.(Mrs.)Kokila Parthasarthy, Faculty Member, Administrative Staff College of India, Hyderabad; Mr. N.Chandrashekhar, Research Associate, Centre for Organisation Development, Hyderabad; Dr. Chandra Gopal Krishna and Dr. R. Mishra, Faculty Members, L.N. Sinha Institute of Social Sciences, Patna and Dr. Anoop Singh, Faculty Member, Management Development Institute, Gurgaon are a few academists who are wholly and exclusively engaged in research on organisation behaviour and whose suggestions could remove a number of pitfalls and shortcomings of my study. I feel that there are still some people in this world who can help passers-by knowingly that they may never meet again.

Dr. Upendra Dhar, Reader, Deptt. of Psychology, Institute of Management Studies, Indore; Dr. Rajveer Hooda, Reader, Deptt. of Psychology, K.U., Kurukshetra; Dr. Sohan Lal, Senior Lecturer, Deptt. of Commerce, P.G. Vikram College, Patiala and Dr. Ashok Kumar, Reader, Deptt. of Mathematics, M.D.U., Rohtak delivered their considered and experienced opinion regarding the tools to

be applied for the analysis of data which I finally incorporated. My sincere compliments will always remain to them.

I am thankful to my colleagues in the Deptt. of Commerce; Deptt. of Business Administration and Post-Graduate Regional Centre (Rewari) of M.D.U., Rohtak whom I could consult at my convenience and found their suggestions helpful.

I also gratefully record my obligation to those who helped me by their suggestions, criticism and information. They are too many for me to name them all. I must be content with a general acknowledgement whom I have eulogised usually because they said what I wanted to say better than I could myself.

I am grateful to the business executives of all ranks of selected sugar mills without whose co-operation this work could never have been completed.

I am overwhelmed with the simplicity, courteousness and piousness of Mrs. Asha Goyal w/o Dr. O.P. Goyal who patiently bore the inconvenience which ultimately passed on her via Dr. O.P. Goyal.

I am beholden to my wife Mrs. Daya Gupta who virtually took entire responsibility of domestic affairs during the entire period of this work. I also have a feeling of repentance to my children Shipra and Harsh who missed me for long durations on a number of occasions.

I am highly grateful to Mr. Ashok Gupta, Rewari and Mr. Dimple Arora, Rohtak for typing this thesis with great care, accuracy and expediency.

Nov, 1990

Signature
(K.C. GUPTA)