ACKNOWLEDGEMENT

This moment of triumph and accomplishment is also a moment to recall with gratitude the support and help of people without whom the completion of this Herculean endeavour would not have been possible.

A research scholar without a guide is like a ship sans a captain, a boat sans a rudder.. a construction sans a blueprint. I’m greatly indebted to my Friend, Philosopher & Guide, Dr. R. Shankar the supervisor of my research, whose undaunted spirit guided me all along and helped me accomplish the task. But for his support, encouragement and motivation the whole project would not have taken off. I owe much gratitude to him.

I thank Dr. M. Thavamani- member of my doctoral committee for his valuable suggestions time & again and the other members of the faculty of sociology- Dr. C.Venkatachalam & Mrs Banu Gayatri Devi for the help extended by them. A heartfelt thanks goes to Dr. Selwyn Stanley & Dr. V.B. Athreya who constantly goaded me on to move ahead with the task despite testing times. I recall with gratitude their words of encouragement.

I sincerely thank the Chief executives of the 48 factories who permitted me to undertake the study in their organizations and especially the management of Sri Uma Parameswari Mills, Trichy which was taken as a Case Study wherein I was allowed to interview the workforce. I am greatly thankful to Sri Sivakumar the D.M. Personnel of Sri Uma Parameswari Mills for his valuable help in facilitating the interviews.
I owe a deep sense of gratitude to Dr. Umesh Samuel & Mr. Allwyn of MS Infotech, Trichy for helping me with my statistical analysis of data.

I owe much to my dearest friend & Research Scholar Ms. Sivagami whose psychological & emotional support, helped me tide over moments of crisis and get on with the task with courage & confidence. I also thank Mr. Murugan who has just submitted his thesis for being a supportive colleague.

My family is my most precious asset without whose support & encouragement nothing would’ve been possible. My Mother- the late Mrs. Sheerin Hasrat to whom this work is dedicated was my greatest source of strength & Inspiration. Words cannot express the gratitude I owe to my Father Prof. Hasrat Suharwardy, Father-In-Law Mr. Ramalingam, My Mother-In-law Mrs. Indira, the Kumar brothers, Akila & most of all my Li’l brat Master Babu. It goes without saying that Shiva (My Husband) was my pillar of strength and stood by me through thick & thin constantly reviving my spirits through trials & tribulations. A heartfelt thanks to all.

AIMEN SHAISTA. S.