ACKNOWLEDGEMENTS

It is indescribable, inexplicable and inscrutable to the effective, timely, resourceful, relevant and contemporary guidance received from my erudite scholar and respected research guide Prof. K. Jayachandra, M.Com., Ph.D, Chairman, BOS, Department of Commerce, Sri Venkateswara University, Tirupati without whose support, the thesis would not have seen the light of the day.

I express my gratitude to Prof. K.Ramakrishnaiah, Principal, Sri Venkateswara College of Commerce Management & Computer Science, Sri Venkateswara University, Tirupati for his help, cooperation in completing my Ph.D. thesis.

I am very much grateful to Prof. B.Bhagavan Reddy, Vice-Principal and Dean, Faculty of Commerce, Sri Venkateswara University, Tirupati, for his encouragement and cooperation at the time of my research work.

I express my sincere thanks to Prof. M. Rajasekhar, Head, Department of Commerce, Sri Venkateswara University, Tirupati, for providing facilities in the department, for completing my thesis work.

I would like to praise on record my sincere thanks to Prof. P.Mohan Reddy, Prof. B.Ramachandra Reddy, Prof. PV.Narasiaah, Prof. M.Venkateswarulu and Dr. K.Jayachandra Reddy from Department of Commerce, Sri Venkateswara University, Tirupati for their encouragement and cooperation during my research work.

My sincere thanks to Prof. P.Balasiddamuni, Professor of Statistics, Sri Venkateswara University, Tirupati in finalizing the research methodology and sample design.

My special thanks to all the Managing Directors and staff members of the sugar factories of private, cooperative and public sectors (The Mysore Sugar Company Limited). I am greatly thankful to the directors of South Indian Sugar Mills
Association and The Karnataka State Federation of Cooperative Sugar Factories Ltd., the principal and the librarian of Gandhi Krishi Vidya Kendra, Agricultural University, Bangalore for providing the valuable information in the preparation of my thesis.

I also extend my sincere thanks to the teaching and non-teaching staff of Department of Commerce, Sri Venkateswara University, Tirupati, Andhra Pradesh and MS Ramaiah College of Arts, Science and Commerce, Bangalore including innumerable friends, relatives, colleagues and all those who helped me directly and indirectly in the journey of compiling the present thesis.

I am failing in my duty if I do not convey my heartfelt and genuine and profuse gratitude and warm thanks to the following persons for their moral support and encouragement at each and every stage of my research programme.

- Sri. M. R. Janakiram and Sri. M. R. Kodandaram, Directors, Gokula Education Society, MSR Nagar, Bangalore
- Sri SM Achari, Chief Executive, Gokula Education Society and former IAS Officer, Dr. A.Nagaratna, Principal, MS Ramaiah College of Arts Science and Commerce, Bangalore.
- Prof. Swaminathan Murthy, Dean, Department of Management Studies, MS Ramaiah College of Arts Science and Commerce, Bangalore.
- Mr. Hanumantha Reddy, Manager – Accounts, and Mr. Vishwanath Kulkarni, Manager – Administration, MS Ramaiah College of Arts, Science and Commerce, Bangalore.
- All the teaching and non-teaching staff of the Department of Management Studies, MS Ramaiah College of Arts, Science and Commerce, Bangalore.

Further, I convey my sincere thanks and gratitude to the Librarians and computer rooms in-charge persons of MS Ramaiah College of Arts, Science and Commerce for their kind gesture in supplying inputs in the form of data, which formed the core of present thesis.
I would like to extend my special thanks to my sister Smt. M.Gajalakshmi, her husband Mr. M.Vijay Kumar and daughter M.Jigesha, my cousin P.Damodar Naidu, father-in-law J.Mohan Naidu and family, brother-in-laws J.Himasekhar Naidu and J Harish, English Lecturer Malini Francis, my colleague friends Suresh KV, Nishant M Patil, Gopinath BS, my mentor Dr.BA Karunakara Reddy, my student friend Bharath.P (S/o Sri Parameswar Naik.PT, H’ble Minister for Labour, Govt. of Karnataka, Karnataka), my friends Mr. Aravinda Reddy MN, Dr.A.Rambabu, Dr.Praveen Kumar, Dr.Guravaiah and other friends and relatives for their kind support in the preparation of this thesis.

I have sanctified my time in pursuing this research work but the quality time which would have been spent for my parents Sri. M.Musalaiah Naidu and Smt. M.Suguna, beloved wife Smt. M.Udayasree and loving children M.Joshita and M.Bindu Sagar, was lost for the good, I apologize sincerely the deprivation caused to them from my absence around them during the research period. My heartfelt thanks to all my family members for their timely support both monitory and no-monitory terms in the preparation of my thesis.

Nothing is possible without the grace of the Almighty Lord Sri Venkateswara Swamy. He proposes, the researcher accomplishes. I completely surrender to the Lotus feet of the LORD for endowing me with abundant strength and courage, for completing the research programme successfully in a hassle free manner by guiding my inner voice.

I thank once again the above great persons for their unflinching support and encouragement throughout for the unhindered completion of the research programme.

M.LAKSHMI PATHI NAIDU