Acknowledgement

It gives me immense felicity reiterating my eternal gratitude and obligation to my revered and erudite supervisor, Mrs. Shashi Verma, professor in management studies of Himachal Pradesh University Business School, Summer Hill Shimla. Her unassuming critical insight, intellectual acumen and noble generosity have been a source of deep and heartfelt inspiration, enthusiasm and enlightenment for me. It is not a mere sense of obedience but a real appreciation and indebtedness for her judicious and valuable guidance, keen interest, constant encouragement, and loving care, which enabled me to execute the present work successfully. I am grateful to Professor Yoginder Verma (Pro-Vice Chancellor, Central University of Himachal Pradesh) for his continuous guidance, encouragement, and cordiality.

I am indebted to Professor C. L. Chandan (Director, Himachal Pradesh University Business School), for providing the necessary facilities and support for the successful completion of work. I owe my special thanks to Professor Suresh Kumar and Professor (Mrs.) Sadhna Mahajan, for their support and cooperation. Their constant motivation and constructive ideas actuated me to learn a lot during my research period.

I put across my heartfelt gratitude and reverence to Professor Dinesh Sharma and Dr. Anita Sharma (Department of Psychology) for their unremitting support and cooperation. I am extremely privileged in expressing my deep sense of gratitude to all the teachers whom I met during my educational journey and the faculty members from Himachal Pradesh University Business School, Professor J. B. Nadda, Professor Yashwant Gupta, Professor Shayam Lal Kaushal, Professor Pawan Garga, Professor Pramod Sharma and Professor J. S. Parmar, for their advice during the course of my research work. I am also grateful to the
non-teaching staff of Himachal Pradesh University Business School for their cooperation and support during the entire course of study.

I am also thankful to Mr. Ashok Verma (Private Secretary to Director, Himachal Pradesh University Business School) for his cooperation. I also express my sincere thanks to Mr. Madan Lal Sharma (Librarian, Himachal Pradesh University Business School) and librarians of Himachal Pradesh University for supplying me the needed material and information. I am thankful to the respondents who spared their time to fill up the questionnaire in Himachal Pradesh. I offer my deepest thanks and gratitude to Mr. Arvind, Mr. Ramesh Chand, and Mr. for their unconditional love, affection, support, encouragement and motivation. My sincere thanks to my friends, Sachin Verma, Balbir Mangta, Reeta Devi, Apoorva Seth and Richika Mehta, who helped me a lot in data collection. For all the support offered during the event and making me work patiently since the beginning of the work till its end. I am, indeed, grateful to them, and needless to say, I look forward to the similar guidance and cooperation from them in future as well.

My thanks are due to my parents for their inspiration, concern, and valuable suggestions. I would fail in my duty if I do not mention the most loving one’s Mr. Surjeet Kumar, Madhu Sharma and Sujata, their unstinting affection, blessings and moral support spurred me into action to achieve my goal. Acknowledgements are inherently endless and incomplete. Thus I express gratitude to many friendly and helpful people who helped me in completing my thesis.

(Rakesh Kumar)