ACKNOWLEDGEMENT

The voyage to my research started in 2009 when the thought of placing “Dr.” in front of my name was a cherished dream. It’s been six long years now and I have come to realize that a research is much more than that! During these years I have learnt and grown beyond imagination... All thanks to my teacher, mentor and guide- Dr. Uma Joshi, Former Professor, Department of Banasthali, Banasthali University, who was always besides me, pushing me all through, showing all her patience and respecting me for whatever I do. Words can never be adequate to “Thank You” Ma’am! Without you and your able guidance, this wouldn’t have been a measure to test my competencies. Thanking guide’s guide is a duty of a research scholar. I owe this thesis to Prof. S.S. Nathawat, Former Head of the Department- University of Rajasthan, presently working as Director- Amity Institute of Behavioural and Allied Science, for the reason that he worked behind the scene and gave a momentum to the research.

I would like to thank Banasthali University, Newai (Rajasthan) for giving me an opportunity to flourish in the field of Psychology. A heartfelt gratitude to the University library, department of Psychology and the faculty members present there. They were always ready with all the support I ever needed.

I thank Dr. Lyle M. Spencer, President- Spencer Research and Technology, Vice President HayGroup, President and CEO- McBer And Company, for sparing sometime out of his busy schedule during his visit to India and giving his valuable suggestions on the topic. I am deeply indebted to Dr. C.N. Daftuar, Former Head of the Department, MS University Baroda, for proving to be a catalyst in my growth process during these crucial years.

I also thank all the 110 state administrative officers who showed profound interest in the study and also cooperated to their best. I also thank all the senior IAS officers, psychologists, board members and the Former Chairmen and members of RPSC who in their own opinions and suggestions gave this research a better silhouette. I extend my heartfelt gratitude to the RPSC Library for providing me all the books and journals that were relevant to the topic.

Above all, I thank the Almighty from the depth of my heart for teaching me humility, patience, kindness and all other lessons of life which were yet unlearnt! Looking back today, I can say that this is not just a piece of research but a thorough enhancement of my skill-set and caliber. The years invested truly prove to be an amalgamation of teaching, learning and progression; one taking on the other, end-to-end.

Kavita Bhargava