ACKNOWLEDGMENTS

It is impossible to name all those who have assisted me for this research work or whose encouragement and advice have brought me to write this research. But I would like to appreciate with deep gratitude the most assistance or cooperative, received by me.

First of all, I would wish to express my sincere appreciation to my patient research guide Dr. G. Ojha for his well guidance, who has given important and valuable ideas and methods for this research work. Hereby I owe to him.

As this research work would have been impossible without the permission of Poona University and Ministry of Culture and High Education of Islamic Republic of Iran particularly, Organization of Students Affair in Abroad. I am very much grateful for the same.

I owe to all those Company Managers and Labours for their help and willingness for developing my study, specially in completing the questionnaires which is important part of the Thesis. Particularly, I am thankful to Mr. K. C. Patel, Dy. Gen. manager of Telco. for his sincere assistance regarding my research work.

I would like to thanks, Dr. P.C. Shejwalkar and Dr. Kolte Head of the Department of Commerce and Management Studies (previous). And also my special thanks go to Dr. S. Joshi

(v)
Head of the Department of Commerce and Management Studies (University of Poona), for their sincere help and co-operation in various stages of my study.

Library facilities that have provided me from various libraries and research centres, namely; Library of Vaikunth Mehta National Institute of Co-operative Management (Poona-7) British library (Poona-4), IMDR library (Poona-4), Library of Maharashtra Chamber of Commerce in Poona, Departmental library of Commerce and Management studies University of Poona, Library of Chamber of Commerce in Bombay, Gokhle Institute of Politic and Economic library (Poona), and Jaykar Library of Poona University. I am very much grateful to them.

I should also like to thanks, Dr. V.P. Sharma the Director of Vaikunth Mehta National Institute of Co-operative Management in Poona, who gave me permission to undertake my study in this Institute as research centre. My thanks also go to all staff of this Institute specially, in library section for their kind co-operation.

I must not forget to acknowledge gratefully The Union of Iranian Student Islamic Association and all friends, for their sincere help and encouragement. As Typing and Printing work for the Thesis have been done by myself, computer facilities provided me from Union of Iranian Student Islamic Association (Poona Branch), I am very much thankful.

It is necessary to acknowledge Dr. Mula Nezhad, the
advisor of Iranian Student in India, for granting me the necessary research facilities who helped me to continue and complete my Thesis.

Finally, but most important, I must express my sincere gratitude to my Parents who have been a constant source of assistance. Without their patient, co-operation and encouragement for this Thesis would have been impossible. I should also express my deep gratitude to my wife, Mrs. Mehri and my daughter, Miss. Marzieh and small son, Mr. Maisam, for their wholehearted and keen interest who have been deprived from home for a long period, and bear patiently the trauma of my research work. So no words are sufficient to express my deep indebtedness to them.

MEHRABI SAVAD
August 9, 1995

(vii)