



ACKNOWLEDGEMENT

This is to gratefully acknowledge the guidance of Dr. A.B.Rao, Director, Institute of Management and Entrepreneurship and Development, Bharati Vidyapeeth, Pune, who inspite of his busy schedule made time to nurse this work through to the end. I have also to acknowledge the help rendered by my colleagues Gurjar, Rahul, Nana, Pat, Jagdish and Kaka for their assistance in various aspects and phases of this thesis. I also wish to thank Sita in a special way for her painstaking efforts with the typing of the manuscript. I also express my thanks towards the Managements who allowed me to collect data in their companies and all those who responded to the questionnaires.

Lastly, I wish to acknowledge my wife but for whose encouragement , this work might have never been completed.

Dated :17th April 1992

PHILIP VINCENT COELHO