ACKNOWLEDGEMENT

I am deeply beholden to my research supervisor, my teacher and advisor Dr. R. Rangarajan, Professor of Commerce, University of Madras, under his guidance and supervision this research has been carried out. In fact, words cannot describe and express my sense of sincere and deep gratitude and indebtedness to him for large heartedness as he permitted me to work under his supervision. He encouraged and inspired me. His positive attitude and kind co-operation have helped me in completing my research work.

I am also thankful to Dr. S. Gurusamy, Professor and Head, Department of Commerce, University of Madras for inspiring and giving me valuable guidance based on their academic knowledge and methodology.

I am deeply obliged to the Doctoral Committee members Dr. S. Gurusamy, Professor and Head, Department of Commerce, University of Madras and Dr. M.R. Vasudevan, Associate Professor, Department of Commerce, DG Vaishnav College of Arts and Science, Chennai, whose suggestions offered an exact direction.

I would like to acknowledge the support and assistance rendered by Dr. N. Ragavan, Associate Professor, Department of Commerce, University of Madras, Dr. R. Shanthi, Assistant Professor, Department of Commerce, University of Madras, Dr. S. Yuvaraj, Assistant Professor, Department of Commerce, University of Madras, Dr. P.S. Buvaneswari, Assistant Professor, Department of Commerce, and University of Madras for their encouragement and support.

I would like to express my special thanks to my advisor Dr. K.G. Jayaprakash, Associate Professor, Centre for Research and Development, Chennai, for helping me in quantifying the responses using various modernized relevant statistical tools to derive the findings. His words of knowledge and inspiration enabled me to develop an in depth in my research work.
I am very much grateful to Mr. T.L. Gandhi, HR, SINTEX-BAPAL Ltd, Chennai, for helped me to collect the questionnaire from different type of manufacturing companies during the period of research work.

I owe my sincere thanks to Dr. V. Chandrasekaran, Guest faculty of SRM University, Chennai and Dr. M. Ruben Anto, Assistant Professor of Commerce, Patrician College of Arts and Science College, Chennai, for their valuable support in completing this research work.

My sincere thanks to Mrs. R. Lakshmi, Mr. D. Sathyaseelan, Mrs. C. Jayamala, Mr. A. Samuel, Mrs. N. Sumathi and Mrs. Juvitha Vargies, for their support and encouragement during the period of research work.

I render my grateful thanks to Mr. C. Vengatesan, Ms. M. Ramila, Mr. M. Ponraj and Mr. R. Govindan for their constant support and encouragement in completing this research.

I am also grateful to University of Madras, especially the Commerce Department who has given me this opportunity to carry out the research work for the Doctoral degree.

I am indebted to my parents Mr. R.G. Mohan Kumar and Mrs. M. Shanthi for providing a strong foundation in education and being a pillar of support in all my ventures in life. I also thank to my second parents of my life, Uncle Mr. M.V. Suresh and my sister Mrs. R.M. Dilli for extending their helping hands to research work and my career. My sincere thanks to my brother Mr. R.M. Dhayalan for support my family during the period of research work.

I am very thankful to all the respondents who participated in this research, without their active responses this research work would be incomplete.

(R. M. Duraiarasan)