ACKNOWLEDGEMENT

This Project bears impressions of guidance, support, encouragement and help of many great and nice persons. First of all, it’s my privilege to express my deepest gratitude to my Guide, Dr. B. B. Mishra for his continuous guidance and support throughout my project work.

I am deeply thankful to my great friend Mr. Umashankar Mishra for his constant inspiration and support. I must give him lots of credit for making me understand the nuances of statistics and getting results out of SPSS.

All the faculty members of Department of Business Administration, Utkal University, who have taught me the basics of Management during my MBA days, have given their full cooperation and support in my research. No words can be sufficient to express my deep regards for them.

If it was not the support of Mr. Sudhanshu Bansal, Sr. Engineer, BHEL (EPD) and Ms. Sandhya Accounts Officer, BHEL (EPD), I would not have been able to conduct my survey at EPD Bangalore so smoothly.

Dr. Sumita Roy, Asst. Professor, IIM (Indore) helped me in getting some very useful literature for my project. I express my sincere gratitude to her for her support and help.

Dr. Santanu Sarkar, Associate Professor, Tata Institute of Social Science (Mumbai) is a specialist in the field of Organizational Culture research. His encouragement and his providing some of his works proved immensely helpful to me. I deeply express my gratitude to him.

I express my indebtedness to Mr. Samit Srivastava, Sr. Engineer, BHEL CBU (Marketing) who provided me valuable financial and other information regarding EPD and IP.

I sincerely acknowledge the support and motivation provided by Mr. P. S. Gouda, Mr. Ashish Singh, Mr. Nripendra Kumar, Mr. S. P. Singh, Mr. Nawazish Ali Saifi, Mr. Shailendra Yadav, Mr. Manoj Kumar and other colleagues in BHEL. I am thankful to them for their continuous reminder to complete my thesis in time.

Though I strongly feel to record my gratitude and thankfulness, it is not possible to name all of the scores of other persons who have directly or indirectly supported me in my endeavor. But without their crucial and timely help the present project would have not been completed. They include all those employees of BHEL who patiently filled up the lengthy questionnaires, all non teaching staff of Deptt. Of Business Administration, Utkal University, Library staff of XIMB Bhubaneswar, my seniors and subordinates in BHEL etc.

And finally, I thank my parents and brother for their unstinted support and encouragement. 

[UMASHANKAR DASH]