I have been helped by a number of people in the completion of this research work. I am grateful to all of them.

First and foremost, I am indebted to my thesis supervisor, Professor Ramadhar Singh, Indian Institute of Management, Ahmedabad. He made me interested in functional measurement through his Research Methodology course. Functional measurement methodology is basic to the present study. I also received training in psychological experiments from him. Professor Singh was generous to allow me work on a problem which formed part of his project from the Indian Council of Social Science Research, New Delhi. His cooperation was available to me at every stage, including experimentation. I find it difficult to acknowledge his help in my words.

A number of people helped me in collection of data. Professor N.R. Sheth, Professor T.P. Rama Rao, and Professor N.R. Dixit were kind to make appeals to the participants of their management development programs to volunteer as subjects. I am grateful to the principal and professors of Lalbhai Dhanpatbhai College of Engineering, Ahmedabad for their help in the completion of the research. Professor A.H. Kalro, Professor G.R. Kulkarni, Professor P.N. Mishra, Professor G.S. Gupta, and Professor Pramod Verma of Indian Institute of Management, Ahmedabad encouraged me in my research endeavour. I sincerely appreciate their interest and support and thank them.

Facilities for data analysis came from the computer centre of Indian Institute of Management, Ahmedabad. I am obliged to Mr. R.N. Chaudhury for his cooperation. Dr. S. Bhargava was also of considerable help in many ways. I thank Mr. Chaudhury and Dr. Bhargava for their help.

The present work would not have been completed without support of my institution, Indian Institute of Foreign Trade, New Delhi. I was sponsored for Faculty Development Programme during 1982-83, and this was the beginning of my doctoral work. I have been fortunate to receive encouragement and cheer from a number of my colleagues. Mr. S.K. Modwel, Director General, and Dr. R.K. Pandey and Dr. R.L. Varshney, Director at the Institute deserve special mention and thanks.

A number of friends at Delhi extended help to me from time to time. They are Professor S.N. Mishra of the Institute of Economic Growth, Mrs. Kiran Mishra, and Professor V.P. Singh of Satyavati College.
Technical, administrative, and typing help came from Miss R. Usha and Miss R. Vasantha. Without their cooperation, I would have had many problems in completing the work.

I am pleased to acknowledge the silent and steady support of my wife, Urmila Upadhyaya, in the completion of this work. My children, who were deprived of my attention during the period of this work, also deserve thanks.

Ahmedabad
July, 1985

SUSHIL K. UPADHYAYA