ACKNOWLEDGMENTS

"The roots of Education are bitter, but the Fruit is Sweet"

It is a long story based on trial and error method with absolutely a pragmatic approach, reproducing the reminiscences of my own experiences in railways of all ranks, inhibiting ideas of the intellectuals, a continuous process of observation and experiment like the water flowing down the Ganges for ages without halt or respite, winnowing from them a formula based on 'greatest good of the greatest number' and thus having hypothesized myself to the cause, I burnt the candle at both ends, visited inter alia Railway staff college library Vadodara, Railway Board Library, New Delhi, South Eastern Railway Headquarters Library, Calcutta and Divisional Railway Manager's Library, Bilaspur(K.P.), discussed with several railway officials and representatives of both recognised unions, referred to imnumerable books, periodicals, magazines and published articles, jotted down excerpts and extracts from them, consolidated compiled and dovetailed into a compact form of thesis, which when perused and critised gives me immense pleasure and satisfaction that all my labour is acknowledged any my efforts fructified.

Dr. T.C. Dugvekar, M.A., LL.M., Ph.D., D.LITT., from Jabalpur University had encouraged me when I was in delirium and almost on the verge of collapse, to go ahead with a difficult topic chosen by me for research and has guided me wholeheartedly throughout and my gratefulness to him remains unlimited.

Sri N.L. Jand, Assistant Professor (Law), Railway Staff College, Vadodara, has not only been a constant source of encouragement and inspiration, but has readily shared all my moments of despair. I feel highly indebted to him for scrutinizing my rough thesis and rendering his invaluable suggestions.
I cannot afford to forget the succour extended by Sri R.K.Sinha, Secretary to Principal, Railway Staff College, Vadodara, during my stay over there in connection with the research work and it heightens my sense of gratitude to him. My thanks are also due to the staff of the College Library for their co-operation.

I acknowledge with gratitude the guidelines given by Sri D.C.S.Rao, retired Member-Secretary, Railway Service Commission, Madras, from his vast experience as a strong pillar of the personnel department in Railways.

I shall be failing in my duty if I were not to acknowledge the clarity of thought and timely help rendered by Sri D.Subba Rao, Assistant Personnel Officer, South Eastern Railway, Bilaspur, who is regarded as a stalwart in the Personnel department of the Bilaspur division and my expression falls short to ventilate my feelings of gratitude. His co-operation and contribution will be remembered for ever with a deep sense of gratitude.

If all the railwaymen are considered to be one clan and one tribe, it is a matter of regret that my own kinsmen and tribesmen, ironically discouraged and dissuaded me, derided my efforts and unceasingly and unwavering that I fell hook, line and sinker for this ploy and I would not be able to accomplish this herculean task while in service with all the nerve-racking schedule involved in the type of job I am employed. I owe warm thanks to them for it gave a fresh fillip to my enterprise and made me vindictive, alongwith the whirligig of time, to prosecute my research work with perseverance and firm determination to complete it.

Last but not the least, I wish to place on record my appreciation of the able manner in which Sri Asghar Khan has neatly, correctly and excellently typed the thesis giving it an exotic get-up and I am indebted to Sri Syed Wazil Ali for expediting the typing work within a very short time.

---
