ACKNOWLEDGEMENTS

In writing this dissertation, many people have helped me, but I would particularly like to acknowledge some of them for their support. First of all, I would like to thank my supervisor Dr. Jayashree Mehta, Associate Professor, for guiding me so helpfully along the journey towards completing the dissertation. I have benefitted greatly from her inspiration, her challenging critique, and her demand for being on time, maintaining highest level of academic standards and propriety and her ever helping nature. Prof. Mehta has greatly shaped my ways of thinking during the course of this research work.

I would like to thank Dr Reeccha Panjan Singh, Head of the Department of Management, JJT University, for going through the manuscript of the thesis and guiding me along the way to make changes where required. Dr Singh’s demand for high academic standards made me finish my PhD studies and this dissertation.

I would like to thank my colleague Mr Stephen Lobo, President, Web Access, who has helped me shape my professional career and academic development for the last several years and has given me the encouragement and feeling that “it” would be possible. In addition, I am deeply indebted to a range of my colleagues from Web Access from whom I learnt a lot about strategic HRM practice over recent years, making the “real world” meet the academic discussions and theorisations.

I am also grateful to all the Chief Executive Officers and Managing Directors of the firms who willingly shared their company information for this research, without which this research could not have been completed.

I thank my family who must have wondered what I was doing for several months, while this work was being written. I appreciate the constructive comments, helpful feedback and personal support provided by my daughter, Akanksha. As ever, my heartfelt thanks go to her in helping me see the world of work from a fresh perspective, and my wife Archana, who has been taking such good care of my mother while I was focusing on the thesis.