The idea to pursue research in personnel administration in the Municipal Corporations (Nagar Mahasalikas) of U.P. originated in the mind of the candidate when he was writing a master's dissertation on health administration of Lucknow Municipal Corporation which included a Chapter on sweepers' service conditions. The present study is on the problems of personnel administration, mainly with regard to administrative, supervisory and technical personnel (as shown in the Table at the end of Chapter II along with their numerical strength) in the Municipal Corporations of Kanpur, Varanasi and Lucknow. Government reports, rules, regulations, orders and circulars have been primarily used as a major source of data, besides the records of exhaustive interviews with a large number of officers, employees, employee-leaders and a few corporators and lawyers, during the course of this study. Material from several court cases have been cited whose decisions have affected whole classes of officials.

In an effort to quantify the attitudes of the incumbents of different positions mentioned above, copies of a schedule (Given as appendix I) was administered according to what Mildred Parten has called, the disproportional stratified sampling with unequal number of cases from the various strata. Responses of
224 persons were thus collected. For this purpose 5 categories (or strata); i.e. Administrative Heads, Junior Administrators, Superintendents, Inspectors and Technical Functionaries and Clerks were formed. Each category is represented by the first letter of its name (i.e. A, J, S, I, T, C) in the concerning tables. The category of Administrative heads includes the top-most officers in the different services of the corporations, 'Junior Administrators' comprise all the other officers in various departments, Superintendents and Inspectors and Clerks of all descriptions have been put in the three categories bearing the same names. The label of Technical Functionaries has been applied to all the positions whose incumbents are required to possess a certificate or diploma of training or education in some or the other technical field but are not designated as officers.

The facts regarding the transfer of Mr. P.K. Kaul, I.A., the then Mukhya Nagar Adhikari of Varanasi Corporation (Chapter X) are the result of a case-study conducted by the candidate personally and to an extent the three cases of suspension (Chapter VIII) were also studied by him on similar lines.

For the theoretical component of this study the candidate has drawn a lot from the wisdom of some of the leading authorities in the concerning fields,
particularly Dr. O.C. Stahl who has been quoted in most of the chapters and the candidate acknowledges this debt in great measure.

The candidate had the privilege of working under the Supervisorship of Dr. A. Avasthi who may easily be called the doyen of Professors of Public Administration in the country. The candidate will ever remain grateful to him for his able guidance and invaluable encouragement.

The candidate would be failing in his duty if he does not thank Babu Saryu Prasad Singh, Former Property Officer of Varanasi Development Authority for all the help extended by him.

Raipur,
Dated the June 23, 1982. The Candidate.