ACKNOWLEDGEMENTS

I take this opportunity to thank all those who helped me in completing this research work.

In the first place, I express my deep gratitude to my guide Prof. V.N. Kothari who with his invaluable guidance helped me throughout this research study. It was a memorable period of research training under him. I would never forget his care and affection towards me during the strenuous span of this present research work.

I am extremely thankful to Prof. B.V. Mehta my Head of the Post-Graduate Department of Economics, South Gujarat University, Surat, for taking keen interest in my research work. His comments on the study, guidance and encouragement were invaluable to me during this period of research.

I am grateful to Prof. A.R. Desai, Ex-Vice-Chancellor of South Gujarat University, Surat for his encouragement.

My thanks are also due to my senior colleague Dr. M.N. Raval for giving encouragement during this course of research. I sincerely thank my friend and a colleague Dr. D.B. Gupte, Professor of Research Methodology for helping me in framing the research methodology of the present study and also for the encouragement he gave to me.
I am extremely thankful to the authorities of different organizations and also the employers of various units who without any hesitation allowed me to interview their employees.

I am deeply grateful to all my respondents who extended their full co-operation in this arduous task. This study would not have seen the light of the day without their most willing co-operation. I am also thankful to the staff members of the South Gujarat University Library, Surat and the library staff of Sir K.P. College of Commerce, Surat who were always ready to help me.

My thanks are due to Shri C.A. Patel who inspite of lot of pressure did the typing work in time.

I express hearty thanks to my wife who tolerated me with a smiling face and encouraged me in the disturbing moments. She helped me at the various stages of this research work.

How can I forget to thank my son who though did not understand the seriousness of the study never disturbed me during this time of my thesis work.

January 10, 1983. B.V. ACHARYA