ACKNOWLEDGEMENTS

After writing two hundred pages of thesis, when I am writing this acknowledgement, I am drawing a blank. I don’t know where to start because my mind is over flooding with the remembrances of help and support provided to me unconditionally not only by my family members, friends and colleagues but even by people who did not know me closely or personally and yet helped in various possible ways.

Completion of this Thesis is a dream which when the long journey started, seemed too distant. It was like an ever elusive rainbow whose ends although visible from far yet cannot be fathomed when you try to reach out. Juggling many different balls in the form of a mother, a wife, a friend along with a job, it seemed like I might not be able to handle this additional responsibility. However despite my apprehensions, the people close to me never let me drop my target out of sight.

It would not have been possible without the unstinting and total support of my husband who kept motivating me and egging me on. Ashar, I owe this to you and your encouragement. Despite your own professional commitments, you never went back on the promise of taking care of the peripherals while I focused on my main task. I know it was really taxing on you but thank you for managing everything and always lending your shoulder.

I also want to mention my young son who at a number of times missed out on his mother’s attention. Arsh, I dedicate this Thesis to you for the innocent contributions that you have done! I will always relish those sandwiches supplied to me when I was studying at night, generous offer of typing my material and the small hands rubbing my forehead.

I am blessed to have amazingly caring guides allocated to me. Dr. Bohra, it was your regular phone calls and pep talks that kept boosting my confidence and Ayesha Apa, you have been both my guide as well as a friend. I owe my deepest gratitude to you and thank you both for guiding me and moving me on to a journey of learning.
I am indebted to many of my friends and colleagues who helped me with data collection, which is one of the most difficult and critical parts of a research. Mr. A P Rao, Mr. Anil Rao, Haseeb and Iftekhar, I owe special thanks to you for making my task easier. I also want to thank all those who spent their valuable time filling up my survey diligently.

I am very grateful to all my respected professors at the Department of Business Administration especially Prof. Parvaiz Talib, Prof. Khalid Azam and Prof. Javaid Akhtar who were always available and ready to guide. Thank you Naved and Bilal for your help and hospitality; thank you Umair for the help in formatting of my Thesis. Because of all this warmth, coming back to the department was like going back to good old days when the same professors had taught me what management is all about.

I am honored to have been in touch with Prof. Theresa Welbourne and Prof. Ralph Schwarzer who are stalwarts in their areas and yet spared time to guide me on the Role Based Performance Scale and Self Efficacy respectively. Additionally there are many other experts and scholars who responded to my requests for assistance with generosity. Thank you all for your kindness and academic contribution.

Finally last but not the least, I want to thank my parents for always being there for me without fail and with unquestioning support. As a daughter, I have always taken your love and support for granted but I want to tell you that any achievement wouldn’t have been possible if you had not held my hand as a child and made me the person I am today.

Everyone else who has helped me in some way or the other, please accept my sincere gratitude and I look forward to your continued blessings.

Sabiha Mumtaz