ACKNOWLEDGEMENT

In this endeavour I have been closely guided by Dr. B. N. Ghosh, Professor of the Department of Commerce, Burdwan University, Burdwan. Professor Ghosh with his immense knowledge and experience on the subject contributed to the work very closely and at every step for developing the inferences of this study. The accomplishment of this task would have been difficult had not Professor P. Das, Department of Commerce, Professor S. K. Biswas, Department of Commerce, Burdwan University, gave guidances for making indepth study on the problems associated with this research work.

This work received active support from the authorities of National Institute of Personnel Management, Durgapur Chapter as well as help from various authorities associated with the management of misconduct of the organisations where the study was conducted, which includes Acc Babcock Limited, Alloy Steel Plant, The Durgapur Projects Limited, Hindustan Cables Limited, Mining & Allied Machinery Corporation and Phillips Carbon Black Limited. I am immensely indebted for the support and assistance which have received from such authorities.

I will fail in my duty if I do not acknowledge the support received from the management of The Durgapur Projects Limited. They allowed me to undertake this study within my normal professional life. Their support not only includes permitting for taking up the study but also sparing me within my busy professional life for undertaking the study. I am thankful to Managing Directors of the company (The Durgapur Projects Limited) namely, Mr. S. K. Banerjee, M.D., DPL, Mr. T. Chatterjee, ex-C.M.D.,DPL, for helping me in such matters.
I am thankful to professor V. Virmani of Administrative Staff College, Mr. S. Balakrishnan, ex-Executive Director(Personnel), SAIL, Mr. D. C. Sahoo, Accountant General of Orissa for providing constructive suggestions and comments while I discussed with them on the issue.

My sincere thanks also goes to Mr. R. C. Banerjee, ex-CPO,DPL, once upto a time who was my controlling officer, who gave both psychological and academic support for an indepth study into the matter. I am also thankful to Mr. D. Sinha, Secretary, DPL, for extending me all reasonable scopes for pursuing this study.

For completion of various aspects of this work I have needed devoted assistance of many which includes my office staff and stenographers, namely, Mr. Mihir Dutta, Confidential Assistant, Mr. Srikanta Chatterjee, Stenographer and Mr. Moloy Dey, Typist.

I was guided for statistical and computer analysis of the data as well as finalising and editing the text, printing of this work by a young energetic person, who knows his job better than anyone, with whom I have come across, is Mr. Snehasis Sinha. Without his personal endeavour for assisting me for completion of this work probably this work would not have seen the light of the day.

I am highly blessed to have accommodative family members which includes my wife, Mrs. Sanghamitra Sahoo and the two children, Kamlesh and Joykishore, who have sacrificed a lot for my completion of this work.

Lastly, the blessing of my parents and their stimulus encouragement for achieving my goal, if not recognised, will make the whole process of acknowledgement incomplete.

Debi Prasad Sahoo.