

ACKNOWLEDGEMENT

It is my privilege to take this opportunity to record my heartfelt thanks to all the persons who have directly or indirectly supported me to complete the thesis.

Firstly, it gives me an immense pleasure to express my gratitude and reverential thanks to my research guide Dr. K. Nanje Gowda, Professor and Dean, Department of Studies in Commerce, University of Mysore. His constant motivation and supervision have enabled me to complete this research well in time.

I am indebted to the University Grants Commission, New Delhi, for having provided me the Teacher Fellowship under Faculty Development Program to carry out this research work. I am also grateful to the Department of Collegiate Education in Karnataka for having deputed me to take up this work and to the University of Mysore for having provided me the opportunity to undertake this work.

It is my pleasure to express my sincere thanks to Smt. Nagamani Nagegowda, President, Shanthi Education Society; Sri. M.H. Kempaiah and Sri, Thimmegowda, Secretaries, Shanthi Education Society; Mr. Parameswar, Public Relation Officer; and all the committee members of Shanthi Education Society for having given me an opportunity to undertake this research work.

I deem it a privilege to thank Prof. D. Doddalingegowda, erstwhile Principal, Shanthi College; Prof. M.C. Veerabhadraswamy, Principal, Shanthi College; Prof. Puttaswamy, Head of Commerce Department, Shanthi First Grade College, Malavalli; J.Swamy, Senior Librarian, Prof. Nagarajegowda, Shanthi College, Malavalli, who played a key role in deputing me to take up this work under Faculty Development Program, and I also thank my colleagues and Non-Teaching staff of Shanthi First Grade College, Malavalli.

I express my deep sense of gratitude to Prof. M.R. Suryanarayana Murthy, Former Dean of Faculty of Commerce and Management, and the Chairman of BOS

in Commerce, University of Mysore, for having encouraged me in carrying out this research work,

I also extend my gratitude to Dr.B.H. Suresh, Chairman, DOS in Commerce, Manasagangotri, Mysore and all the teaching faculty of the Department for having provided the infrastructure facilities and having encouraged me in carrying out this research work,

I owe my special thanks to all the companies CEO's and Secretaries, who extended their co-operation by sending the annual reports of their companies on my request.

I also express my deep respect to Prof. M. Karuna Kumar, DOS in Biochemistry, Manasagangotri, Mysore for having inspired me constantly in carrying out this research work,

I extremely thank my colleagues/fellow research scholars Dr. Marigowda, Dr. G. H. Mahadevaswamy, Sri. B. Madhusudan, Sri. Mehdi, Sri. Hussaini, and Sri. Sampath for their continuous support and suggestions.

Personally, I received immense encouragement and support from my friend Prof. Viswanatha Reddy, I acknowledge his valuable guidance by expressing my sincere thanks to him.

I also thank Dr. H.R. Anand, Dr. M. Channabasavegowda, Dr. V. B. Jayadev, Dr.N. Nagaraj and Dr. S. Venkatesh for their timely suggestions and encouragement.

I also thank Kum. D.Anupama, Sri. M.R.Nagesh, Sri. Rame Gowda, and Sri. N. Mahesh for their co-operation and support in completing my research work,

I am grateful to Sri Sunil, Senior Librarian, Sri. Anand and other library staff members of Institute of Management Development College, Mysore; Mr. Hariprasad JNU, New Delhi; Mr. Kiran Infosys Mysore; and Mr. Poornachandra, Chartered Accountant, Mysore for their support to collect requisite materials.

I record my thanks to my wife Smt. K.N.Sunitha, for the steadfast and persistent moral support and understanding extended to me throughout my research work.

I also thank my children K.J.Nishitha and K.J.Deshik, and my mother, Smt. K.M. Seethamma for having co-operated with me by bearing my separation and encouraged me in my research work.

Finally, I thank all those who have helped me directly or indirectly in completing this work.

K.M.Jagannath