ACKNOWLEDGEMENT

I, N. H. Deshpande wish to put on records my sincere gratitude to all the people who have directly/indirectly helped me in completing the PhD research.

First of all I am thankful to my Guide Dr. R. R. Manjeshwar who was always with me during the journey of this research. He has been sharing his vast experience and knowledge in the field of HR so as to guide me in the process of my PhD Research. He has been supervising my PhD research work from the initial stage and giving me valuable insights in all my presentations and paper work from time to time.

It is also important for me to express my gratitude to Dr. Anil Keskar who has been witnessing my research with careful eye and constantly encouraging me with his inputs right from rewording my thesis topic till logical conclusion of this thesis. I am also thankful to Dr. Kunal Bhattacharya for helping me in the process of my PhD. The presentation sessions arranged by him on every Saturday definitely provided me a direction.

Thanks to all the organizations, their senior team members and HR Heads in particular, who not only accorded me approval to work with them for last close to three years for all HR initiatives which I could introduce in those organizations and gave me access to lot of organizational information, which normally is not available to outsiders. The participants who were the respondents to my surveys, training programs have immensely contributed to help me realize this work. Noted personalities and authority on literature of Maharashtrain Saints such as Dr. Sudhir Nirgudkar, G. Narayana made their work available to me and also responded to my interview questions. Shri Hundre of Polyhydron gave me access to all his initiatives. I am thankful to them.

I can’t forget the support and blessings given by my parents, in-laws and other members of my family. My greatest gratitude is towards them, the first critical listeners of my ideas as they evolve. My wife deserves the world's greatest honor that I can personally bestow upon anyone.

This research is the product of the collective goodwill of all these people. All I own is the errors of omission and commission.

Date: June 5, 2015
Place: Pune-411 033

N. H. DESHPANDE