ACKNOWLEDGEMENTS

Credit of completion of this study, I know is not mine alone, but goes to many who have rendered their guidance and assistance directly or indirectly. I deem it my duty to acknowledge here the assistance extended by various persons in the completion of my study.

At the outset, I express my deep sense of gratitude to my preceptor and Research Guide Dr. K. S. Daniel, Reader in Commerce, Faculty of Commerce, Karnatak University, Dharwad, who has always been a source of constant inspiration and stimulating guidance to me in the present academic pursuit. He did instill in me the much needed confidence, particularly at times when it threatened to desert me. I remain grateful forever to my guide without whose incessant support and constructive suggestions, the present work would not have seen the light of the day.

I owe a special debt of gratitude to Dr. H. Basanna, Professor of Economics, Gulbarga University P.G.Centre, Bellary and Dr. K. V. Prabhakar, Professor and Dean, Faculty of Commerce, Gulbarga University, Gulbarga for their blessings, encouragement and guidance offered to me throughout this research work.
I sincerely thank for the assistance, help and encouragement given to me by Dr. K. Eresi, Professor, Faculty of Commerce, Bangalore University and Dr. R. G. Desai, Reader in Economics, Bangalore University, Bangalore. My humble thanks are also due to Dr. B. Seshadri, ASM College, Bellary and Dr. A. Mallappa, Veerasaiva College, Bellary, for having given me the suggestions and encouragement for my research work.

I am thankful to Dr. G. K. Valecha, Indian Institute of Management, Bangalore, Dr. Abdul Aziz, Institute of Social and Economic Change, Bangalore, Dr. Mamkottam, Faculty of Management Studies, Delhi University, Dr. B. P. Singh, Faculty of Commerce, Delhi University, Delhi, Dr. Subba Rao, Professor of Management, S. K. Institute of Management, Anantapur, Dr. Mario D'souza, St. John Medical College, Bangalore, Prof. C. M. Muniramappa, Mysore University, Mysore, Dr. B. M. Wali Professor of Commerce, (Retd.) and Dr. P. S. Rao, Principal, SIBER, Kolhapur for their valuable suggestions.

I gratefully acknowledge my thanks to the UGC for awarding me the Teacher-Fellowship under FIP and our management for giving me an opportunity to do Ph.D. I profusely thank Principal N. Eshwarappa (Retd.) and Dr. F. C. Hosur, Principal, Veerasaiva College, Bellary for extending their co-operation and help in pursuing my research.
studies. I also thank Prof. S.N. Bhat, J.S.S. College of Commerce, Dharwad for having helped me in tabulation.

My heartfelt thanks are due to my colleagues Dr. K. Chandrappa and Prof. M. Ramachandra for extending the moral and financial support. I am thankful to Mr. Raghavendra, Gangaram, Mahaboob Basha and Jaleel Basha for helping me in data transformation.

I sincerely thank Sris. A.P. Velu, B.K. Swami, V.G.K. Nair, Tripathi, Shankar Goud, Venkatesh Murthy, Vasudevan, K.S. Nagaraj, Vasudev Rao, B.V. Achar, Srinivas Goud and Shivadas for supplying the necessary data of their enterprises for my research work.

I am beholden to the Library Authorities of Karnataka University, Dharwad, Mysore University, Mysore, Indian Institute of Management, Bangalore, Ratan Tata Library, Delhi School of Economics, Delhi, Faculty of Management Studies, University of Delhi, Institute of Applied Manpower Research, New Delhi, Indian Institute of Public Administration, New Delhi, ICSSR, New Delhi, Madras University, Madras, Shivaji University, Kolhapur for permitting me to have an access to the literature.

I would like to thank Prof. Kallapur and Dr. Wadakannavar for their help in preparing this thesis. I affectionately
thank Mrs. Hemavati for extending moral support and financial help.

With pleasure I thank Mr. Mahesh, Basavaraj and Shashikant of M/s. Busy Computers, Dharwad for typing the manuscript so neatly and nicely.

Last but not the least, I am extremely thankful to my elder brother, mother and sister for having patiently borne the brunt of domestic responsibilities during the course of my research. But for their moral and physical support, understanding and co-operation, the research could not have been a reality. I thank my children Mr. Chandrasekhar, Srikant and Shailaja who sacrificed their parental love and care.

Dharwad
Date: 12th June, 1995

(P. PAKKEERAPPA)