ACKNOWLEDGEMENTS

I have pleasure while submitting my thesis to the University. Undertaking a research and submitting a thesis for the degree of Doctor of Philosophy is a herculean task. It requires perseverance, dedication and support and guidance of many. During the period of my research, many people have directly or indirectly supported and influenced me. I sincerely feel that my thesis would be incomplete without expressing my gratitude towards them.

First of all, I would like to thank my guide Dr. V. V. Bhate, from the bottom of my heart. His methodical way of thinking, depth of the subject and encouraging way of guiding the research student is incomparable. He has taught me that Ph.D is not a research project but it is a way of life. I am indebted to him for all the support he has extended and time which he has spared for stimulating discussions related to the topic.

I would like to express my gratitude towards Dr. Pratibha Joshi – then director of Nanavati Institute of Management and Research for Women, who had always encouraged me to undertake new research projects and developed the learning environment which kept the burning desire of research alive.

I am very much thankful to Capt. Dr. Chitale and Dr. Sangvikar for support they have provided from the department from time to time for making it happen.

Dr. Shailesh Kasande was always very cooperative and supportive during the tenure of my research. He was always eager to extend a helping hand for making my research more meaningful. I would like to acknowledge his support and thank him for the same.
My thesis required more than 250 annual reports. It also required vast reading of reference material. I am grateful to the staff of libraries of **NIBM library, IIM-Lucknow, BOM-Lokmangala, SISCON services** for the excellent services they have provided. I am also grateful to ISBM library for making the digital database available which gave access to thousands of journals and articles.

I am very much thankful to my professional colleagues and friends who have taken interest in my discussions and provided me different perspectives related to the subject.

My parents - **Mr. Aravind and Mrs. Vidya Jumde** are always a source of inspiration for me. They have extended their full support and have always encouraged me to achieve new heights in my career. I am indebted to them for their unconditional love which boosted my moral all the time.

Last but not least, I would like to acknowledge the sacrifice, **Sapana** – my wife and **Ira** – my daughter have done. They always stood beside me, in turbulent times as well as happy moments of my life. They have kept me encouraging for completing my thesis even if it was for longer duration and has taken toll on their time. I thank them for being with me.

Avaneesh Jumde