ACKNOWLEDGMENT

I wish to record first of all my sincerest and profound gratitude to (Late) Dr. B.S. Saxena under whose supervision I commenced my research.

I am highly indebted to my guide Dr. S. P. Saxena for his constant guidance, valuable suggestions and affectionate encouragement.

I am beholden to Shri P. C. Jain, retired secretary BIC Ltd. for guiding me in the matters of labour management relations. He helped me in all possible ways with his experience in this field.

I am highly obliged to all the officers, trade union leaders and workers of Lal Imli Mills who extended all possible co-operation in providing the necessary data and relevant informations to me as and when I needed them.

Above all my love and gratitude is to that one person without whose encouragement I wouldn't even have thought of doing my research. My friend, philosopher & guide my mother Mrs. Rani Kapur.

I am grateful to all my family members for their co-operation, inspiration and encouragement especially to my elder brother Mr. Naval Kapur and my husband Mr. Rajiv Agarwal who were keenly alert and helpful in collecting informations and data.

During the period of my research there came a person in my life, not as an interruption but as a blessing, but to whom I could give very little time - I love you my son - Nishant!

The presentation of this shape could only be possible with the cooperation of Mr. Manish Misra, System Analyst at TWI Compuographics, Kanpur who composed and printed the manuscript in a decent and entice manner is also appreciated and paid gratitude.


(SHALINI KAPUR)
Research Scholar