It gives me immense pleasure to express my thanks to Maulana Azad Educational Trust and Chairperson Madam Fatma Zakaria for allowing me to carry the research and provided all necessary facilities.

I express my sincere thanks and gratitude to my Research Guide Dr. Shaikh Saleem, Director, Millennium Institute of Management, Aurangabad for his guidance and valuable suggestions from time to time. He has taken keen interest in my research work and assisted me in all matters. It is my privilege to be able to complete the research work under his supervision. I am greatly obliged to him.

I wish to express my special thanks to Dr. M.H. Chishty, Ex- Professor, Department of Commerce, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad who has given his valuable time and suggestions to figure out this research.

I am thankful to Mr. Santosh Ghalage, HR Manager, SabMiller India Ltd for his help in every step of the research specially in conducting the survey for this research.

I am also thankful to the Librarians of Millennium Institute of Management for providing me the books, magazines etc which helped me for writing literature review.
I am also thankful to the Library of Indian Institute of Management-Ahmadabad, for sending me the necessary research papers which were very helpful for getting an insight into the quality research on the same topic.

I am also thankful to all Managers and Executives who have responded and spend their valuable time to fill up the survey questionnaire and provided necessary information about their HRD practices.

Special thanks to Mr.G.Karthikayan (Associate Director- Dr.Reddy’s Lab), Mr.Satish Kholkute ( DGM-HR, Orchid Chemical and Pharma ltd ), Mr.Ashok Nambiar ( Senior HR Manager,ITC Ltd), Mr. Ashaly Antoni ( Training Manager-Merriot Hotels), Mr. Alok Kumar (HR Manager-Sabmiller India Ltd, Sonipat), for providing necessary suggestions and information for this research.

I am also thankful to Alumni( MBA) of Millennium Institute of Management Aurangabad especially Amit Khadke ( HR-executive Radico Dist), Abhishek Agrawal ( Executive-ICICI Pru), Ashwini Chatrapati (Axis Bank), Jayesh Andure (SBI Bank), Amol Dhat (Dell Computers) and many others who helped me for conducting the survey with different organizations.

I am also thankful to my faculty colleague Mr.Syed Khalid Hashmi for helping me in editing the research report.

I am also thankful to all the faculty members, nonteaching staff/support staff of Millennium Institute of Management who supported me directly and indirectly during the research.

Vidya Gawali