ACKNOWLEDGEMENT

I wish to place on record my sincere gratitude and deep appreciation to all those who have helped me in completing my research work.

My greatest debt goes to my Research Guide Dr. Shaukath Azim, Professor and Chairman, Department of Sociology, Karnataka University, Dharwad. I deem it a special privilege to have him as my research guide. With his rich experience and wide knowledge he has guided, encouraged and supported me in my endeavor throughout. The study is greatly enriched as a result of his suggestions and information from which I have drawn abundantly. My sincere gratitude goes to him for helping me realize this goal.

I wish to sincerely thank Prof. C. A. Somashekharappa, Prof. Shakuntala C, Shettar, Prof. Jayashree and Prof. Dhruva B. Jyothi of the Department of Sociology, Karnataka University, Dharwad for their encouragement and co-operation whenever I visited the Department.

I also wish to thank the non-teaching staff of the Department of Sociology, Karnataka University for their co-operation. Especially I thank Ms. Jyothi B. Patagar, Project Fellow, Department of Sociology for the help she has done to me.

Dr. D.K. Lal Das, Ex- Principal College of Social Work deserves my immeasurable indebtedness. He has introduced me to research, extended his unstinted support and continuous motivation that enabled me sail through this stupendous task. His expert help in statistical analyses is worthy of my sincere gratitude. I am thankful to him for being considerate and supportive at work and especially generous with his time.
Mr. Francis Chandra Sekhar, my colleague has been a source of great help in preparing the computer material and in statistical analysis of data. I express my special thanks and a deep sense of gratitude to him for clarifying and advising on important aspects of statistical analysis.

I am deeply indebted to my colleague Dr. (Smt.) Shashikala Saxena, Lecturer in English for her meticulous reading of the drafts and editing of the theses. My heartfelt thanks are due to her for sparing time and for making helpful comments.

The support I received from Mr. Ravindra Chaly, Librarian College of Social Work, has been immense. He was resourceful in the collection of relevant material and always willing to lend a helping hand. I am grateful to him.

My gratitude to the Librarians of Osmania University Library, British Library and National Institute of Small Industries Extension and Training Institute Library for permitting me to make use of the abundant resources from the treasure of knowledge to a large extent for which I am ever thankful to them.

I wish to extend my gratitude to Mr. Francis, Mr. Ram Mohan Rao, Mr. Sampath Kumar, Mr. Rafiuddin, Mr. Rajasekhar and Mr. Ajay who have very willingly helped me in the data collection. I appreciate each one of them for their sincerity and thank them for their help.

I am indebted to the heads of Personnel Departments of all industries who have very kindly permitted me to collect data in their organizations. I am extremely grateful for the cooperation extended by them and the supervisors who have very sincerely responded to the interview schedule. But for their willing response the study would not have been possible.
There have been many supporters whom I wish to remember with pleasure and gratitude. Among them who have been a source of motivation and encouragement to me are my friends and colleagues Dr.(Smt.) Anna Mathew, Dr.(Smt.) Hannah Anandaraj, Smt. Nirmala Devi and Mr.Narsimha Reddy. I sincerely thank each one of them for helping me in different capacities in completing my research work.

My special thanks go to Aruna, Shashi and Jagadish who are not only my colleagues but friends who have stood by me and were a source of great strength and support to me through out.

Mr.Ramesh has very patiently devoted his time for processing of the theses on computer. I appreciate his meticulous typing of the report.. My sincere gratitude goes to him. I am also grateful to Mrs.Ayesha, EDP In-charge, for helping me in many ways with the computer, typing and in compilation of the report. I also appreciate the support of Mr.Sesha Sai, Mr.Laxman, Mr.Sharma and Mrs.Rama Tagore who were helpful in different ways.

No words can express the devoted support of my husband Bhaskaran, and children Rachel and Reuel. In spite of having to put up with my lack of attention they have been understanding/adjustive and cooperative throughout. It is but for their loving encouragement that the theses has seen the light of the day.

Above all I thank God Almighty for his grace in guiding me at every step and helping me to accomplish this task.