

ACKNOWLEDGEMENTS

I acknowledge with gratitude the inspiration, encouragement and guidance given to me by my research guide Dr. M.B.Sonawane. His continuous persuasion and advice contributed significantly in completing this research study. I am thankful to the the Director, Head of Research Studies and the Administrative Staff of the Research Centre Maharashi Karve Stree Shikshan Sanstha's Smt. Hiraben Nanavati Institute of Management & Research for Women, for the guidance and support provided.

My sincere thanks to the CEOs and CFOs of the manufacturing organizations who agreed to spend uninterrupted time with me and provided feedback to the survey questionnaire, willingly, frankly and truthfully. Without their support this study would not have been possible.

I would like to thank my colleagues who willingly took over some of my day to day work to enable me to carry out this detailed research.

I express my indebtedness to my wife Shubh and son Kapil for their whole hearted support and encouragement in this research journey.

Place: Pune

Date: June, 2011

Ramesh Kumar Sachdeva