**Acknowledgements** 

I like to place on record my sincere gratitude to all those who helped me in carrying out this

dissertation work.

First I thank my guide and thesis supervisor Dr. D.S. Sarupriya for his constant encouragement

and guidance. Dr. Sarupriya has been a great source of support and inspiration for me all

through out, during the last few years since I began this work.

I thank T V Rao Learning Systems, Ahmedabad and its staff for enabling me to collect data

from various organisations for this thesis work. I thank particularly Mr. Mohit Juneja and

Merlin George for their assistance in data analysis. I wish to thank the CEO's, MD's, HR

Heads and all managers who participated in this study and whose names I am not mentioning

here for reasons of anonymity assured to them while collecting 360 Degree Feedback.

I thank the Dean and the authorities of M.S University of Baroda for giving me this

opportunity to conduct this study as Doctoral Student. I thank Prof.G C Maheshwari, Dean of

Management Studies, M S University for his support in the study.

Mr Raju Talam Rao

April 17, 2008