ACKNOWLEDGEMENT

I am indebted to all who encouraged me and provided long time support to undertake and complete my thesis but first, I pray to God and thank him for his blessings that enabled me to complete this work.

I thank Prof. Dr. Aruna Khasgiwala, Dean and Head, Faculty of Social Work, Maharaja Sayajirao University of Baroda, whose guidance and support encouraged me to complete my work. Her understanding, support and personal guidance have helped and resulted into present thesis.

My sincere thanks are to the experts from the field for their detailed review, constructive criticism and excellent advice at several stages, during the preparation of this thesis.

I warmly thank my professional colleagues and friends for their valuable advice and friendly help. Extensive discussions around my work with them and their valuable suggestions have been very helpful for this study.

I thank all the Industries whom I approached and the respondents who have contributed and provided data. Without their cooperation this study would not have completed.

I thank the authorities and library personnel of IIM-A, IRMA-Anand, TISS-Mumbai, ICFAI-Vadodara and Smt. Hansa Mehta and Faculty of Social

Work Libraries of M.S.University for extending cooperation during review of literature phase.

I thank Mr. Ashutosh Biswal for his guidance in the Statistical Analysis of the data.

I owe my loving thanks to my Husband, Daughter and my Mother for their unconditional support, endless patience and sympathetic help when it was most required.