<u>A c k n o w l e d g e m e n t s</u>

The successful completion of this study is not my singular achievement, it has been made possible by many who in their own unique way have contributed to the study.

I am thankful to my guide Dr. G.C. Beri, (Dean, Faculty of Management Studies, M.S.University) who had spared time inspite of his busy schedule, and for guidance at every stage of my work. I am also grateful to Dr. N.S. Pathak (Dean, Faculty of Education and Psychology) for being more than a friend, guide and philosopher. I express my indebtedness to Dr. S.D. Gore (Department of Statistics, Pune University) and Mr. Bucche (Philips India Ltd., Pune) who took pains to help me in statistical analysis and computerization of data. Dr. I.P. Vwas and Prof. Anil Bhatt (Department of Commerce and business administration, Faculty of Commerce, M.S.University) had taken keen interest in my work and kept me going with their encouragement and support. I am deeply grateful to them. I express my gratitude to Dr. M.Sreehari and Prof. H.C. Patel (Department of Statistics, M.S.University) who took trouble to clear all my doubts regarding statistical techniques. I am thankful to Dr. Priscilla Paul . (Department of Applied Psychology, University of Bombay) for her guidance in the drafting of the questionnaire used in the study. My sincere thanks to Dr. D. Nagaiya and Mr. A.P. Bopardikar (NISIET, Hyderabad) for sparing time and giving adequate exposure on the subject. I express my gratitude to Mr.S.V.Diwanji (Essen Management Services, Baroda) for acquainting me

i

ii

with senior officials of many organisations and small entrepreneurs in Makarpura Industrial Estate. My heartfelt thanks to Mr. K. Prasad Rao, I.E.S. (Director, Small Industries Service Institute, Hyderabad) for guidance on several aspects of small scale industry. I express my thanks to senior officials of GIDC Baroda, and GIDC Ahmedabad (Head Office), especially Mrs. Nalini P. Mcwan, who made available to me all the information required for the study. I also express my thanks to senior officials of GITCO (Ahmedabad) remembering Mr. J.G. Athavale for all his help. I thank senior officials of GSFC, especially Mr. S.S. Thite, Dy. General Manager (Ahmedabad) and Mr. A.C. Mehta, Joint Manager, Finance, (Baroda) for all their guidance. I express my gratitude to Mr. Mansoor Ahmed (TELCO New Delhi) for making available to me all the published reports of the Government of India. I owe my gratitude to entrepreneurs of the 52, industrial units included in the sample without whose co-operation this study. would not have been possible. My sincere thanks to all my friends and family members for their constant support and encouragement. I also express my thanks to Mr. T.V. Purushothamán for typing the thesis.

PBilligraham

PUSHYA BILLIGRAHAM