ACKNOWLEDGEMENT

ì

I express my deepest gratitude to Dr. C.N. Daftuar for his able guidance, constructive criticism and encouragement through out the investigation. Thanks are due to Dr. N.S. Pathak for his valuable advice on the use of statistical techniques. The advice of Dr. (Miss) Gom and Dr. (Mrs.) Bimla Parimu in construction of the Executive Intiative Scale was most useful. I express my sincer thanks to them.

I am deeply indebted to Shri K.K. Verma, who was the source of inspiration for the study. I put on record my gratitude to Shri R.M.Desai, Dr. S.Y. Thakore, Mr. T.P. Krishnan, Mr.N. Suryanarayan, Shri Dilip Parikh and Shri U.V. Rao for their going out of the way to provide nacesary support and full encouragement for completion of the study. Thanks are due to the large number of friends who helped me directly and indirectly. My wife Bijayalaxmi and children Narayan and Jagannath deserve thanks for silently tolerating all types of pressures at home and boosting my morale.

I thank Shri M.N. Golani, Shri Ghansyam Vyas and Shri Jayaraman for their contribution in typing. I heartily thank Shri Dhruv Vyas who has taken great pains to give an attractive shape to my thesis.

My sincere thanks are due to the management of the Bank understudy for their permission and to the individual managers who participated in the study.

SURAT.
June, 1988.

Sibram Nisonko