ACKNOWLEDGEMENT

2.

I owe a large debt of gratitude to Prof.N.S.Pathak, Head of the Department of Psychology, M.S. University, Baroda, for his valuable guidance and encouragement at every stage in conducting this investigation.

I wish to record my grateful thanks to my Guide Dr. Z.M.Guraishi, Reader in Psychology, M.S.University Baroda for his valuable guidance and suggestion throughout the research.

My sincere thanks are due to all the other members of the staff in the M. S. University, Baroda Psychology Department.

I wish to acknowledge the help received from selec -ted industries and trade union office bearers of Baroda for data collection.

Lastly, I thank all the persons who helped me directly or indirectly to complete this research work.

BABU THOMAS