

## ACKNOWLEDGEMENT

Here is an opportunity to acknowledge all those who have contributed in my study in direct or indirect ways, because it needs a support of both academia and industry to successfully complete a doctoral degree in Human Resource Management.

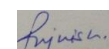
Some people are like a lighthouse, as they make us navigate towards our destination. Words cannot express my sincere gratitude, to my Guide, Guru and Ideal Dr. Sunita Upendra Sharma, Associate Professor, Faculty of Management Studies, who nurtured me academically. I appreciate her immensely, for being an inspiring teacher, and stimulating my mind to seek answers. Hence I cannot but thank my venerable Guru for her faith in me, her sincere patience and expert guidance throughout my study.

I am truly grateful to Dr. Trupti Almoula (Director, Narmada College of Management, Bharuch), Prof. R.K. Srivastava and Dr. Rupal Shah (Department of Statistics), and Ms. Smita Trivedi - Asst Prof (Faculty of Management Studies) for investing their valuable time to excel my quest for knowledge. I appreciate Prof. J.D. Jadeja, former Dean and Prof. M.N. Parmar, OSD Dean (Faculty of Management Studies) for their constant motivation and support. I am grateful to all academic, administrative, library staff of the faculty and Smt. Hansa Mehta Library staff for their support.

Apart from academia, I shall always be obliged to my industrial mentor and guide Mr. Sudhir Sethi, VP HR (INOXCVA), Mr. Upendra Sharma - Associate VP and Mr. Piyush Upadhyay – Executive VP HR (Gujarat Gas Ltd.), Mr. Bharat Sharma – CEO (Ayakarseva.com), Mr. H.K. Gupta - Rajbhasha Officer (PGCIL), Mrs. Shikha Jain - Rajbhasha Officer and Mrs Rashmika Shah - HR Manager (IOCL), and Mrs. Shushila Maheshwari - Associate VP – HR - Panasonic Energy India Ltd. However, there are a no. of altruists who helped me in this study whose name could not be enlisted here. I am indebted to all the respondents who spent their valuable time to fill the questionnaire without which this study could not have seen this day.

I feel deserted to express the intensity of gratitude to parent organisation, Indian Air Force, that made me not only a mighty heart but nurtured my potential personally, professionally and academically. IAF paved my road to doctoral degree by providing me all administrative supports including a posting on higher education ground. Finally, I am indebted for the eternal blessings of my parents, and countless sacrifices of my wife and children. This research would not have been possible without their moral support.

Date: 4th November, 2020  
Place: Vadodara



(Rajnish)