ACKNOWLEDGEMENT

After crossing the threshold of 4.5 years, now the baby is out of the womb in the form of my Ph.D. thesis. I wish to express my appreciation and sincere thanks to a number of people for their invaluable and consistent support without whom this research work could be only a dream.

First and foremost I would like to thank the Almighty, the supreme power, that I obtained this accomplishment. He has provided me the strength and shown me the right path so that I can achieve my goals.

I dedicate this Ph.D. thesis to my revered father (Late). Shri. Bhimrao Raut, for always motivating and reminding me that, "I can do anything". I know words are not enough to express my gratefulness towards him. I can only say," Thank you so much PAPA".

My profound regards and gratitude are reserved for Prof (Dr.) M.N.Parmar Sir, the Dean, Faculty of Social Work, M.S.University, Baroda and also my guide for his leadership, guidance and constant encouragement at every stage of this monumental task. His expertise in the field has helped me a lot to get insight and think critically on the subject. His generosity of spirit, keen intellect and prodigious energy has enriched this work.

I would like to express my sincere gratitude to Prof(Dr.) Jagdish Solanki Sir, H.O.D, Social Work, M.S. University, Baroda, for all his time to time encouragement and support.

I am indebted to Shri. Dharmendra Rajyaguru, my adorable husband and the most important person in my life, for all his love, consistent support and enthusiasm. He has encouraged me to make this thesis a resounding success. "You are a gem and there is no other like you. Your friendship is priceless for me".

I am grateful to Mrs. Vaijayanti Bhimrao Raut, my Mom, for her unstinted guidance and support and all the sacrifices she has made. I am grateful to her for her unwavering love and understanding which always offered motivational words. Her spontaneity, moral support and knowledge have helped me to move ahead. She will always be a source of inspiration to me.

A special thanks and appreciation goes to my beloved daughter Rhythm, for all her patience and support when I was unable to give her time due to the busy schedules and my work.

My thanks to Dr. Shivani Mishra, I/C Director, Department of Social Work, V.V.Nagar and Shri Vishal Desai, for helping me in conducting the statistical applications required for the study.

I owe an intellectual debt to Prof. (Dr.) Aruna. Khasgiwala for her invaluable guidance in the initial stage of my research work.

My deepest gratitude goes to the Organizations from all the four sectors to permit me and providing me the opportunity to conduct research and to all the respondents in my study for their time, support and opinion on the subject to make this research work meaningful.

I sincerely thank Mr. Gandhi, the Librarian, and other staff of Faculty of Social Work, M.S.University, Vadodara, Ms. Amita Jaspal, (CEO-BMA), Mr. Sundaran, (PRO-Amul), Staff of H.M.Mehta library, staff of library of IIM Ahmedabad, Mr. Nirav Shah, Ms. Khushboo Darji for all their valuable support.

I am also grateful to (Late) Shri. Pravinkumar Rajyaguru (Father-in-Law), Smt. Hansaben Rajyaguru (Mother-in-Law), Shri. Yogesh Rajyaguru (Brother –in-law), Smt. Sonal Rajyaguru (Bhabhi), Shri. Mangesh Raut (Brother), Smt. Unnati Raut (Bhabhi), Shri. Harshal Raut (Brother), Smt. Madhuri Raut (Bhabhi), Ms.Sunanda Raut (Akka) and all my wellwishers for all their invaluable love and wishes for my success.

SNEHAL RAUT