

## ACKNOWLEDGEMENT

I take this opportunity to thank many people who have helped me directly or indirectly in their full capacities to finish my thesis. First of all, I would like to thank the Almighty, for giving me this opportunity to accomplish new things in my life. I owe my humble gratitude to my Guide, Prof. Urmi Nanda Biswas, who has been very instrumental in helping and guiding me achieve my goal. She not only has been my guide, but also my inspiration who has always kept me going on. My parents, who at all times have instilled in me the good values and importance of education and the desire to pursue our dreams, have helped me to reach this position in my life. I extend to them my heartfelt gratitude for always being there for me.

This entire research would not have been accomplished without great support from my husband, Ganesh Nikam, who has played a very vital role from persuading to take up research, to helping me with data collection. I appreciate and owe him for being patient enough during the entire tenure of the research.

My Thanks also extends to my mother in law, sister in law, my father in law and my biggest support and inspiration to complete my research is my son Kavish. All of them have been very helpful and patient with me till the time I could finish my thesis.

Gratitude is also extended to Dr. Karin Allard, Anders Pousette, and Annika Härenstam, for granting me the permission to use the tool of *Organizational Values and Attractive Leadership Work* for my research, which has been very important. I also thank all the members of the project OVAL for granting my access to the tool and other support for my research.

Last but not the least, I also extended my thanks to all those who have helped me, either by motivating me, pushing me to try my limits and guiding me with their expertise. I also wish to thank all the organizations, the employees and the HR managers for providing me all the assistance and the required permission for my data collection. I would also like to acknowledge and thank my colleagues at work who have been there to support me and give me their guidance when needed.