

Preface

As a development professional, it was always on my mind to blend my field experience and knowledge that I acquired by planning and implementing various vocational skill development programmes at grass root level with the theoretical and research dimension. During my first short trip to Germany for a period of two weeks in 2009, I never thought I would do my PhD in this country, but it happened with the blessings of many people. Certainly, my starting days as a PhD student in Germany were not easy in terms of language, different culture and life style. Life in Germany taught me not just quality academics and research, but also the effectiveness of a planned and systematic approach. All these life lessons motivated and inspired me to obtain a doctoral degree from a German University. I would never have been able to finish my dissertation without the guidance of my supervisor, committee members and help from family and friends.

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