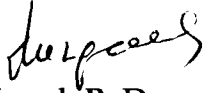


### CERTIFICATE

This is to certify that the thesis entitled "An Analytical Study of Job Stress among Selected Police Personnel in the State of Gujarat" submitted by Kalpesh Dhirubhai Naik to the Maharaja Sayajirao University of Baroda, Vadodara for the award of Degree of Doctor of Philosophy in Commerce and Business Management is, to the best of my knowledge, the bonafide work done by Kalpesh Dhirubhai Naik under my supervision and guidance. The matter presented in this thesis incorporates the results of independent investigation carried out by the candidate himself.

Further, certified that Kalpesh Dhirubhai Naik, Research Scholar, has fulfilled / observed the provisions / requirements, regarding attendance contained in O.Ph.D. 3 (i).

Date: 18/05/2013  
Place: Vadodara

  
Dr. Umesh R. Dangarwala  
Research Guide