

## **CERTIFICATE**

This is to certify that the work presented in the thesis entitled "**A STUDY OF ORGANIZATIONAL HEALTH WITH REFERENCE TO JOB SATISFACTION AND ORGANIZATIONAL EFFECTIVENESS**" for the degree of Doctor of Philosophy in Social Work has been carried out by Ms. Aarti S. Bulchandani at Faculty of Social Work, Baroda; under my guidance and to my satisfaction. Whatever evaluations are made and conclusions drawn in this thesis, are her own. Such materials as obtained from other sources have been duly acknowledged in this thesis.

**Prof. Aruna Khasgiwala**  
**Dean and Head,**  
**Faculty of Social Work,**  
**M.S.University of Baroda,**  
**Baroda.**

**Prof. M.D.Vyas**  
**Ph.D Guide**