



**Faculty of Social Work
The Maharaja Sayajirao University of Baroda**

CERTIFICATE

The research work embodied in this thesis titled 'A study of Organizational Effectiveness and Productivity with Reference to Emotional Intelligence and Work Values' has been carried out by the Ph.D. scholar Mr. Dhananjay B. Joshi under my direct guidance and supervision.

The work is original and incorporates the results of independent investigation carried out by the candidate. This dissertation has not been submitted in part or full for any diploma or degree course of this or any other university in India or abroad and is prepared in accordance with the university rules.

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Date: 29 September, 2006

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