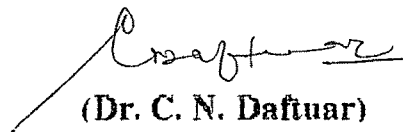


CERTIFICATE

This is to Certify that the thesis entitled "Leadership Effectiveness with reference to Communication Processes in Organisations", which is being submitted by Mamata Mahapatra for the degree of Doctor of Philosophy in Psychology to the M. S. University of Baroda, is a record of independent research work carried out by the candidate herself.

November, 1992.


(Dr. C. N. Daftuar)
Guide