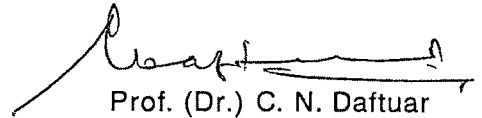




CERTIFICATE

It is certified that the work contained in this thesis entitled " A Critical Analysis of Performance Appraisal System In Some Organisations " submitted by Ms. Shagufta Jabeen to the Maharaja Sayajirao University of Baroda, India, for the Degree of Doctor of Philosophy is a record of bonafide research work carried out by her under my supervision and guidance. The results embodied in the same have not been submitted elsewhere for the award of any degree or diploma.

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