

DECLARATION BY THE RESEARCH SCHOLAR

Programme **Ph.D.**

Subject **Management**

I, **Isha Sharma**, certify that the work embodied in this Ph.D. thesis, entitled “**Impact of Human Resource Policies on Employee Retention in Organized Retail Sector: A Comparative Study of Shoppers Stop and Life Style**” is my own bonafide work carried out by me under the supervision of **Associate** Professor Poonam Madan, The IIS University, Jaipur, for a period of **2 years and 9 Months** from **May 2015** to **March, 2018** at Department of Management, The IIS University, Jaipur. The matter embodied in this Ph.D thesis has not been submitted for the award of any other degree/diploma.

I declare that I have faithfully acknowledged, given credit to and referred to the authors/research workers wherever their works have been cited in the text and the body of the thesis. I further certify that I have not willfully lifted up some other's work, para, text, data, results, figures etc. reported in the journals, books, magazines, reports, dissertations, theses, etc., or available at web-sites and included them in this Ph.D thesis and cited as my own work.

Date: 07/03/2018

Place: Jaipur

Isha Sharma

Certificate from the Supervisor/Co-Supervisor

This is to certify that the above statement made by the Research scholar is correct to the best of our knowledge. Certified that a check for plagiarism has been made on the software available in the University and the contents of thesis have been found free from plagiarism within permissible limits.

Supervisor

Dr. Poonam Madan

Associate Professor

Department of Management

The IIS University, Jaipur



THE IIS UNIVERSITY

deemed to be a university under section 3 of UGC Act., 1956

**CERTIFICATE FOR COMPLETION OF REQUIREMENTS AS
PER THE IIS UNIVERSITY Ph.D. BYE-LAWS AND THE UGC
(MINIMUM STANDARDS AND PROCEDURE FOR AWARD OF
Ph.D. DEGREE) REGULATIONS, 2009**

[See Clause XIII.1 and XIII.2 (e) (iii)]

Programme

Ph.D.

Subject

Management

This is to certify that **Ms. Isha Sharma** is a bonafide research scholar of this **Department of Management**, registered for the Ph.D. degree vide University letter No. **IISU/Ph.D./MGT./R.S. 288/2015/3849** dated 03-06-2015 under the supervision of **Poonam Madan, Associate Professor, Department of Management**, The IIS University, Jaipur. She has satisfactorily completed all the requirements for the submission of thesis for the award of Ph.D. degree as per provisions of The IIS University Ph.D. Bye-laws and the UGC (Minimum standards and procedure for award of Ph.D. Degree), Regulations, 2009. She has successfully completed the course work and well-defended the Research Proposal Seminar and the Pre-submission seminar presented by her before the DRC/RPMC or the committee constituted for the purpose with at least one external expert present in the meeting of the committee. She has also published **three** research paper(s) in refereed journals of repute, approved by the DRC.

Dr. Roopam Kothari
Head, Department of Management
The IIS University, Jaipur

Date: 07/03/2018

Place: Jaipur



THE IIS UNIVERSITY

deemed to be a university under section 3 of UGC Act., 1956

Supervisors' Certificate

Programme **Ph.D.**

Subject **Management**

This is to certify that the thesis entitled "**Impact of Human Resource Policies on Employee Retention in Organized Retail Sector: A Comparative Study of Shoppers Stop and Life Style**", submitted by **Ms. Isha Sharma** under our supervision for the award of Ph.D. degree in the faculty of Management, The IIS University, Jaipur is an original piece of research work.

Literary presentation is satisfactory and thesis is in a form suitable for publication. The research work also evinces the capacity of the Research Scholar for critical examination and independent judgment.

We also certify that the Research Scholar has successfully completed the course work, Pre-Submission Seminar, and other requirements for submission of thesis including the publication of two research papers in a refereed journal of repute in the subject. The Research Scholar has also fulfilled the residency requirements as per Clause VIII.3 of Ph.D. By-Laws of the University.

Supervisor
Dr. Poonam Madan
Associate Professor
The IIS University, Jaipur

COPYRIGHT TRANSFER CERTIFICATE

Programme **Ph.D.**

Subject **Management**

Title of the Thesis : **Impact of Human Resource Policies on Employee Retention in Organized Retail Sector: A Comparative Study of Shoppers Stop and Life Style**

Name of the Research Scholar : **Ms. Isha Sharma**

COPYRIGHT TRANSFER

The undersigned hereby assigns to ‘**The IIS University, Jaipur**’ all rights under copyright that may exist in and for the above thesis submitted by the undersigned for the award of the Ph.D. Degree.

COPYRIGHT OF THE UNIVERSITY

**Copyright © Faculty of Science
The IIS University, Jaipur, 2017
All rights reserved.**

**Date: 07/03/2018
Place: Jaipur**

Isha Sharma

**Supervisor
Dr. Poonam Madan
Associate Professor
The IIS University, Jaipur**