DECLARATION

I, Pragya Sonawane, hereby declare that this dissertation entitled 'Enhancing the Value of Non-Monetary Recognition for Employees: A Cross-Sector Study' is the outcome of my own study undertaken under the guidance of Prof. D.K. Srivastava, School of Management and Labor Studies, Tata Institute of Social Sciences, Mumbai. It has not previously formed the basis for the award of any degree, diploma or certificate of this or any other university. I have duly acknowledged all the sources used by me in the preparation of this dissertation.

January 29, 2010

Pragya Sonawane