

Phone : 5641

OM PRAKASH GOYAL

MAHARSHI DAYANAND UNIVERSITY

M.A.
M.Com.
Ph.D.
CCFM

ROHTAK - 124 001
HARYANA
INDIA

PROFESSOR, DEPARTMENT OF COMMERCE
DEAN, FACULTY OF COMMERCE & BUS.ADM.

Dated:

872

I certify that the thesis entitled
*"Organisational and Management Effectiveness
in Industrial Enterprises of India : A Comparative
Study of Its Different Segments"*, submitted by
Mr. K.C. Gupta is an original piece of work done
by him under my guidance and this work has not
been submitted to any other university for the
award of the degree of Doctor of Philosophy.

(O.P. GOYAL)

SUPERVISOR

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