

## DECLARATION

I hereby declare that the thesis entitled **“Study of Impact of Performance Appraisal Systems in select I.T. Companies on Leadership Development”**, submitted for the Award of the **DOCTOR OF PHILOSOPHY** in the **faculty of Commerce**, to **Savitribai Phule Pune University**, is of original nature. I further declare that the same work has not been submitted earlier for the award of any degree of this or any other university.

I further declare that the material obtained from other sources has been duly acknowledged in the thesis.

Place:

Ms. Dimple Vinayak Buche

Date:

(Signature of Candidate)