

CERTIFICATE

Certified that the work incorporated in the thesis “**Study of Impact of Performance Appraisal Systems in select I.T. Companies on Leadership Development**”, submitted for doctoral programme in Commerce by Mrs. Dimple Buche was carried out under my supervision. The forgoing statements made by her in regard to her research work are correct. The information and data collected has been duly acknowledged in the thesis.

Place:

Date:

(Dr. Y.M. Mithare)

Research Guide