

CERTIFICATE

This is to certify that this thesis entitled
**“STRATEGIC HUMAN RESOURCE MANAGEMENT: A study of
Visakhapatnam steel plant (RINL)”** Submitted to Andhra
University in Partial fulfilment of the requirement for the
award of the degree of Doctor of philosophy in Human
Resource Management by **Mr. KILLU PRAVEEN RAJA**,
embodies the results of bonafide regular work carried out by
him under our guidance and supervision. No part of this
study has been submitted previously in part or full to this or
any other university.

(Prof. T. Subbarayudu)
Research Director

(Prof. P.D.Raju)
Joint Research Director