

CERTIFICATE

This is to certify that the thesis entitled “**IMPACT OF TRANSFORMATIONAL LEADERSHIP ON ORGANIZATIONAL COMMITMENT AT OPTCL**” is being submitted by SALONI MALLICK in fulfilment for the award of MASTER OF PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS to Fakir Mohan University, Balasore is a record of bonafide work carried out by her under my guidance and supervision.

The results embodied in this thesis have not been submitted to any other University for the award of any degree or diploma.

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