

CERTIFICATE

This is to certify that the project entitled "IMPACT OF ORGANISATIONAL CULTURE ON EMPLOYEE PERFORMANCE AT OPTCL" is being submitted by SIDDHESWAR RAUT

In fulfilment for the award of PG DEPARTMENT OF PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS 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 or institute for the award of any degree or diploma.

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