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## CERTIFICATE

This is to certify that the project report entitled "A STUDY ON EMPLOYEE WORK LIFE BALANCE IN OIL AND NATURAL GAS CORPORATION LIMITED, INDIA" is a record of Bonafide research work carried out by JYOTIPRAKASH SAHU. The project has reached the standard fulfilling the requirements of the regulation relating to the Degree of Master in Personnel Management and Industrial Relations and it has not been submitted earlier anywhere for the award of any degree or diploma.

I wish him all success in future career.

Place: Balasore  
Date 17.5.2024

Vyasa Vihar, Balasore-19  
Fakir Mohan University  
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**Assistant Professor**  
**P.G. Department of PMIR**  
**Fakir Mohan University**  
**Vyasa Vihar, Balasore-19**  
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*Saloni*  
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