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**"A STUDY OF JOB-NEED CONGRUENCE  
AND ITS IMPACT ON THE BEHAVIOUR  
OF OPERATIVES"**

Thesis Submitted to  
The Faculty of Commerce  
M. S. University of Baroda, Baroda.  
for the Degree of

*Doctor of Philosophy*  
IN  
ORGANISATIONAL BEHAVIOUR

Guide  
**Prof. G. C. BERI**  
Dean, Faculty of Management Studies,  
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June, 1988

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