

## **CERTIFICATE**

This is to certify that the thesis entitled “**An Analytical Study of Organizational Climate and its Impact on Job Satisfaction among Selected Bank Employees of Western India**”, submitted by Ms. Darshna A. Joshi, to The Maharaja Sayajirao University of Baroda, Vadodara for the award of Degree of Doctor of Philosophy (Ph. D.) in Commerce and Business Management [Under UGC (Minimum Standards and procedure for Awards of M.Phil. / Ph. D. Degree) Regulation, 2009] is, to the best of my knowledge, the bonafide work done by Ms. Darshna A. Joshi under my supervision and guidance. The matter presented in this thesis incorporates the results of independent investigation carried out by the research scholar herself.

Further, certified that Ms. Darshna A. Joshi, Research Scholar, has fulfilled/ observed the provisions/ requirements, regarding attendance contained in O.Ph.D. 3 (i) of The Maharaja Sayajirao University of Baroda, Vadodara. Ms. Darshna A. Joshi has also undertaken and completed course work of 15 credits under UGC (Minimum Standards and procedure for Awards of M. Phil. / Ph.D. Degree) Regulation, 2009.

Further, certify that the Thesis submitted by Ms. Darshna A. Joshi, Research Scholar, is verified by Anti-Plagiarism Software URKUND provided by UGC INFLIBNET according to UGC (Minimum Standards and procedure for Awards of M. Phil. / Ph.D. Degree) Regulation, 2009. [As notified by UGC under UGC (Promotion of Academic Integrity and Prevention of Plagiarism in Higher Education Institutions) Regulations, 2018 dated 23<sup>rd</sup> July, 2018.] The Content has been found to show similarity less than prescribed limit with the resource data as per the requirement for approval to submit the thesis to The Maharaja Sayajirao University of Baroda, Vadodara.

**Date: 20<sup>th</sup> August, 2018**  
**Place: Vadodara**

**Dr. Umesh R. Dangarwala**  
**Research Guide**



2  
2014

## THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA CERTIFICATE

[As per O.Ph.D. 2 under UGC (Minimum Standards and Procedure for Awards of M.Phil./Ph.D. Degree) Regulation, 2009 for 15 Credits to be earned by Ph.D. Scholars]

This is to certify that **Joshi Darshna Ashokkumar**, Research Scholar, registered under UGC (Minimum Standards and Procedure for Awards of M.Phil./Ph.D. Degree) Regulation, 2009, vide Registration Certificate Number **271** dated **03/12/2014**, for pursuing Ph.D. on has undertaken and completed the course work with the Grade A.

### STATEMENT OF CREDITS EARNED

Name of Research Scholar: **Joshi Darshna Ashokkumar**

Faculty/Institution: Faculty of Commerce

Department: Department of Commerce And Business Management

Paper Number	Course Title	Course Credits	Grade Earned
<b>Core Courses – 09 Credits [Offered At University Level]</b>			
I.	Introduction To Research & Research Writings	3	B
II.	Introduction To Basic Computer Functions & Application For Research Purposes	3	A
III.	Quantitative Research Techniques & Data Analysis	3	B
<b>Departmental Courses – 06 Credits [Offered at Departmental Level]</b>			
IV.	Research In Commerce and Business Management : Course I (Review of Literature)	3	A
V.	Research In Commerce and Business Management : Course II (Research Methodology)	3	A
<b>Overall Grade</b>			<b>A</b>

ACA9/14

Date of Issue: 23-11-2016.

Place: Vadodara

Registrar (OSD)



**DEPARTMENT OF COMMERCE AND BUSINESS MANAGEMENT  
FACULTY OF COMMERCE**

The Maharaja Sayajirao University of Baroda  
Opp. University Main Office, Donor's Plaza Ground, Fatehgunj,  
Ph. (+91) – 0265 –2750430

**CERTIFICATE**  
**[Verification by anti-plagiarism software]**

This is to certify that the following Ph.D. Thesis is verified by anti-plagiarism software **URKUND** provided by UGC INFLIBNET according to UGC (Minimum standards and procedure for Awards of M.Phil/Ph.D Degree) Regulations, 2009.

[As notified by UGC under UGC (Promotion of Academic Integrity and Prevention of Plagiarism in Higher Education Institutions) Regulations, 2018 dated 23<sup>rd</sup> July, 2018]:

Name of Research Scholar : Ms. Darshna Ashokkumar Joshi  
Name of Guide : Dr. Umesh R. Dangarwala  
Subject : Commerce and Business Management  
Title of the Thesis : An Analytical Study of Organizational Climate and Its  
Impact on Job Satisfaction among Selected Bank  
Employees of Western India

The content has been found to show similarity less than prescribed limit with the resource data as per the requirement for approval to submit the thesis to The Maharaja Sayajirao University of Baroda, Vadodara.

Place: Vadodara  
Date: 16<sup>th</sup> August, 2018

  
**Dr. Umesh R. Dangarwala**  
Research Guide