

## ***CERTIFICATE***

*This thesis entitled “A Study on Learning Organization with reference to Employee Engagement, Retention and Job Satisfaction in Industries” is submitted by the Ph.D. Scholar Ms. Jigna Desai, under my guidance and supervision. It contains original research work and incorporates the results of an independent investigation carried out by the Ph.D. Scholar. This dissertation has not been submitted elsewhere for the award of any degree or diploma; either in India or abroad and is being prepared in accordance with the University rules.*

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