

## **DECLARATION**

I hereby declare that the thesis titled “**A study on Learning Organization with reference to Employee Engagement, Retention and Job Satisfaction in Industries**” submitted to the Faculty of Social Work, The M.S. University of Baroda, for the award of degree of Doctor of Philosophy in Social Work is an original research work done by me under the abled guidance of Pro. (Dr.) M. N. Parmar, Faculty of Social Work, The M.S. University of Baroda. It is further certified that no part of this thesis has been submitted either in part or full for the award of any other degree/ diploma by me to this or any other University.

***JIGNA DESAI***