

CERTIFICATE

THIS is to certify that this Ph.D. Thesis entitled “**AN EMPIRICAL STUDY ON "COMPETENCY MANAGEMENT AS A TOOL OF TALENT MANAGEMENT –A CASE STUDY OF SELECTED COMPANIES IN THE GUJARAT STATE"** submitted by **MS. PURVI AVANTILAL CHAVLA** to The Maharaja Sayajirao University of Baroda, Vadodara for the award of degree of Doctor of Philosophy under Faculty of Management Studies is to the best of my knowledge, is a record of bonafide research work carried out by him under my supervision and guidance.

The results embodied in this Ph.D. Thesis have not been submitted elsewhere for the award of any Degree or Diploma. It is further acknowledged that the Doctoral research has been carried out in compliance of the relevant O.Ph.D of The Maharaja Sayajirao University of Baroda, Vadodara.

Based on the declaration as submitted by the candidate the undersigned countersigns that the research work presented in this Ph.D. Thesis has incorporated the results of the independent and original investigation carried out by the candidate himself. The information and secondary data that has been gathered and compiled from various secondary sources has been duly acknowledged in this Ph.D. Thesis as the case maybe.

DR. PRITI VIVEK NIGAM
[Research Guide]

Date: 20, July 2023
Place: Vadodara

