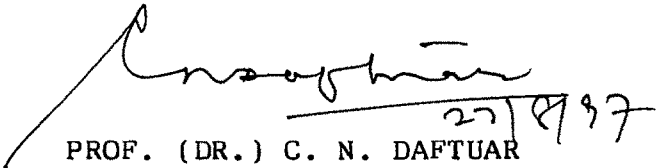


CERTIFICATE

This is to certify that the thesis entitled "A Study of Internalization of Conflict and Conflict Management in Relation to Personality Types of Managers," submitted by Ms. Shruti Nigam to the Maharaja Sayajirao University of Baroda, India, for the Degree of Doctor of Philosophy is a record of bonafide research work carried out by her under my supervision and guidance. The results embodied in this dissertation have not been submitted to any other University or Institute for the award of any degree or diploma.


27/8/97
PROF. (DR.) C. N. DAFTUAR
Head, Department of Psychology
Faculty of Education & Psychology
The M. S. University of Baroda
Baroda, India.