

CERTIFICATE

This is to certify that the research work contained in this thesis entitled “*Work-life Balance and Organizational Citizenship Behavior as Concomitant of Organizational Ethics and Values: A Study of Information Technology Sector Employees*”, submitted by Ms. Kavita Nikam, to The Maharaja Sayajirao University of Baroda, for the degree of Doctor of Philosophy was done under my supervision and constitutes her original work. The results embodied in the same have not been submitted elsewhere for the award of any degree or diploma. It is further stated that the doctoral research was carried out fulfilling the requisite attendance criteria as per O.Ph.D; 3 (1) of The Maharaja Sayajirao University of Baroda, Vadodara.

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