



DOCTOR OF PHILOSOPHY

This is to certify that *Rabinarayan Samantara* after approval of his/her thesis on "*Conflict Management Strategies and Their Impact on Organisational Effectiveness in Indian Industry*" in *December*, *2000*, has been admitted to the degree of Doctor of Philosophy in this University at the Convocation held in 2001.



K. Landa
Registrar,
University of Delhi.

Delhi, dated the 24th February, 2001

Dr. Nayyar
Vice-Chancellor,
University of Delhi.