



**BIRLA INSTITUTE OF TECHNOLOGY AND SCIENCE, PILANI-333031,
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CERTIFICATE

This is to certify that the thesis entitled **“An Investigation into the Antecedents of Employee Engagement & Employee Creativity”** submitted by **Ms. Amrita Patwa**, ID No. **2012PHXF0011P** for award of Ph.D. of the Institute embodies original work done by her under our supervision.

(Signature of the Supervisor)

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