

**BIRLA INSTITUTE OF TECHNOLOGY**

A Deemed University u/s 3 of UGC Act , 1956

MESRA - 835 215 (RANCHI) INDIA

Phone : 0651-2275444 / 2275896, 2276002/2276006

FAX : 0651-2275401 / 2275868

Website : www.bitmesra.ac.in

Ref.: Prov/Ph D/13-14/7884

Date: 6th Mar, 2014**PROVISIONAL CERTIFICATE**

This is to certify that Mr. Nitesh Bhatia's Viva Voce on his Ph D Thesis was held on the 26th of February 2014.

The Viva voce Board and the Doctoral Committee have recommended the name of Mr. **Nitesh Bhatia** for the award of Ph D in Management.

Title of the Thesis :

“Human Resource Audit - A Tool for Organizational Effectiveness”

The Degree will be awarded to him in the ensuing Convocation.


yRegistrar

Registrar
Birla Institute of Technology
Mesra, Ranchi

By the authority of the Board of Governors of the
BIRLA INSTITUTE OF TECHNOLOGY

and upon recommendation of the Technical Council

NITESH BHATIA

has been admitted to the Degree of

DOCTOR OF PHILOSOPHY (Management)

and is entitled to all rights and honours thereto appertaining.

Witness the seal of the Institute and the signatures of its Officers
this sixth day of March, two thousand fourteen.



M. K. Bhatia
Vice Chancellor

N.

Registrar

C. V. Birla
Chairman

Board of Governors