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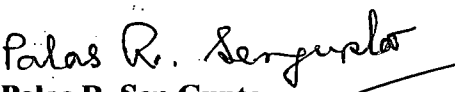
May 21, 2006

To whom it may Concern

I have the pleasure in certifying that the thesis entitled "*Job Stress among the Indian Postal Employees: Causes, Consequences and Remedies*" is the result of a research study undertaken by Sri Ajoy Adhikari under my guidance. He has fully complied with the University Rules concerning submission of the Ph.D. thesis.

I further certify that neither this thesis nor any part thereof has been submitted to any other University / Institution for any research degree.

I wish him every success in every endeavour.


Palas R. Sen Gupta

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