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## CERTIFICATE

This is to certify that *Mr. Nirmal Chandra Roy* has been carrying on research work for the last four years under my supervision on the topic entitled "*Management of Human Resources in Indian Tea Industry: With Special Reference to North Bengal Region*". The research work done by *Mr. Nirmal Chandra Roy* is of original nature and this work has not been submitted anywhere for Ph.D. degree or any other degree. The thesis may be evaluated as per the existing norms of this university.

  
Dr. Debasish Biswas 25.01.19

Supervisor

Assistant Professor  
Dept. of Business Administration  
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