

6 माइल, सामदुर, तादोंग -737102
गंगटोक, सिक्किम, भारत
फोन-03592-251212, 251415, 251656
टेलीफैक्स -251067
वेबसाइट - www.cus.ac.in



सिक्किम विश्वविद्यालय
SIKKIM UNIVERSITY

6th Mile, Samdur, Tadong -737102
Gangtok, Sikkim, India
Ph. 03592-251212, 251415, 251656
Telefax: 251067
Website: www.cus.ac.in

(भारत के संसद के अधिनियम द्वारा वर्ष 2007 में स्थापित और नेक (एनएएसी) द्वारा वर्ष 2015 में प्रत्यायित केंद्रीय विश्वविद्यालय)
(A central university established by an Act of Parliament of India in 2007 and accredited by NAAC in 2015)

Date: 20.05.2024

DECLARATION

I, **Sonam Wangchuk**, bearing Enrollment number: **17PDMN06**, hereby declare that the Ph.D. thesis entitled “**Antecedents and Consequences of Performance Management Enactment by Line Managers: An Empirical Study in the Pharmaceutical Industry in Sikkim (India)**”, submitted to **Sikkim University** for the award of the degree of **Doctor of Philosophy**, is my original work. No portion of this thesis has been submitted earlier to this or any other University/ Institution for the award of any degree or certificate.

A handwritten signature in blue ink, appearing to read 'Sonam Wangchuk'.

Sonam Wangchuk

Research Scholar

Ph.D. Registration No: 17/Ph.D/MGM/04

Date of Registration: 23.05.2018

Department of Management

School of Professional Studies

Sikkim University

Gangtok - 737102

6 माइल, सामदुर, तादोंग -737102
गंगटोक, सिक्किम, भारत
फोन-03592-251212, 251415, 251656
टेलीफैक्स -251067
वेबसाइट - www.cus.ac.in



6th Mile, Samdur, Tadong -737102
Gangtok, Sikkim, India
Ph. 03592-251212, 251415, 251656
Telefax: 251067
Website: www.cus.ac.in

सिक्किम विश्वविद्यालय SIKKIM UNIVERSITY


(भारत के संसद के अधिनियम द्वारा वर्ष 2007 में स्थापित और नैक (एनएएसी) द्वारा वर्ष 2015 में प्रत्यापित केंद्रीय विश्वविद्यालय)
(A central university established by an Act of Parliament of India in 2007 and accredited by NAAC in 2015)


Date: 20.05.2024


CERTIFICATE

This is to certify that the thesis titled “Antecedents and Consequences of Performance Management Enactment by Line Managers: An Empirical Study in the Pharmaceutical Industry in Sikkim (India)”, submitted to Sikkim University, Gangtok, in partial fulfillment of the requirement for the award of the degree of Doctor of Philosophy in the Department of Management, Sikkim University, embodies the result of bonafide research work carried out by **Mr. Sonam Wangchuk** under our guidance and supervision. No part of the thesis has been submitted for the award of any other Degree, Diploma, or Fellowship.

We recommend this thesis to be placed before the examiners for evaluation.


Prof. Krishna Murari
(Supervisor).
Professor (on lien),
Department of
Management,
Sikkim University,
Gangtok


Dr. Pradip Kumar Das
(Joint Supervisor),
Assistant Professor,
Department of
Management,
Sikkim University,
Gangtok


Dr. Shailendra Kumar
HoD (I/c),
Department of
Management,
Sikkim University,
Gangtok

Dr. Pradip Kumar Das
Assistant Professor
Department of Management
SIKKIM UNIVERSITY
6th Mile, Samdur, PO Tadong-737102
Gangtok, Sikkim, India.

6 माइल, सामदुर, तादोंग -737102
गंगटोक, सिक्किम, भारत
फोन-03592-251212, 251415, 251656
टेलीफैक्स -251067
वेबसाइट - www.cus.ac.in



सिक्किम विश्वविद्यालय
SIKKIM UNIVERSITY

6th Mile, Samdur, Tadong -737102
Gangtok, Sikkim, India
Ph. 03592-251212, 251415, 251656
Telefax: 251067
Website: www.cus.ac.in

(भारत के संसद के अधिनियम द्वारा वर्ष 2007 में स्थापित और नैक (एनएएसी) द्वारा वर्ष 2015 में प्रत्यायित केंद्रीय विश्वविद्यालय)
(A central university established by an Act of Parliament of India in 2007 and accredited by NAAC in 2015)

Date: 16.05.2024

PLAGIARISM CHECK CERTIFICATE

This is to certify that a plagiarism check has been carried out for the following Ph.D. thesis with the help of DRILLBIT SOFTWARE and the similarity index is 5% which is within the permissible limit (below 10% tolerance rate) as per the norms of Sikkim University:

“Antecedents and Consequences of Performance Management Enactment by Line Managers: An Empirical Study in the Pharmaceutical Industry in Sikkim (India)”

Submitted by Sonam Wangchuk under the supervision of Dr. Krishna Murari, Professor (on lien), Department of Management, School of Professional Studies, Sikkim University, Gangtok and Dr. Pradip Kumar Das, Assistant Professor, Department of Management, School of Professional Studies, Sikkim University, Gangtok.

Signature of Ph.D. Scholar
(Sonam Wangchuk)

Signature of Supervisor
Prof. Krishna Murari

Signature of Joint Supervisor
Dr. Pradip Kumar Das

पुस्तकालय
LIBRARY
सिक्किम विश्वविद्यालय
Gangtok, Sikkim, India
S.
Digitized by Librarian

Dr. Pradip Kumar Das
Assistant Professor
Department of Management
SIKKIM UNIVERSITY
6th Mile, Samdur, PO Tadong-737102
Gangtok, Sikkim, India.