

**SCHOOL OF MANAGEMENT AND BUSINESS STUDIES  
MAHATMA GANDHI UNIVERSITY  
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Date: 12/11/2015

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**CERTIFICATE**

This is to certify that the thesis titled '**Workplace outcomes and Emotional Intelligence: A study of select Public Sector Firms in Kerala**', submitted for the award of Degree of Doctor of Philosophy in Management to Mahatma Gandhi University, Kottayam is an authentic record of the bona-fide research carried out by Ms. Jils Baby Emmanuel, under my guidance and supervision and that it has not been previously submitted for the award of any degree, diploma, title or recognition in any University.

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