

INTERNATIONAL RESEARCH JOURNAL OF MANAGEMENT SCIENCE AND TECHNOLOGY

An Internationally Indexed Peer Reviewed & Refereed Journal



UGC ID - 47959

Impact Factor* : 4.1401

Ref:IRJMST/2017/A106364

DOI : [HTTPS://DOI.ORG/10.32804/IRJMST](https://doi.org/10.32804/IRJMST)

ISSN – 2250 – 1959 (O) 2348 – 9367 (P)

THIS CERTIFIES THAT

DR. MANOJ KUMAR BEHERA

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON

**THE ROLE OF EMPLOYEE SATISFACTION (ES) INVOLVEMENT IN THE RELATIONSHIP AMONG
EMPLOYEE COMMITMENT (EC) AND ORGANISATIONAL EFFECTIVENESS (OE)**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN

Vol – 8 , Issue – 2 Feb , 2017



Editor in Chief



www.IRJMST.com



Computer Science Directory



INTERNATIONAL RESEARCH JOURNAL OF MANAGEMENT SCIENCE AND TECHNOLOGY

An Internationally Indexed Peer Reviewed & Refereed Journal



UGC ID - 47959

Impact Factor* : 4.1401

Ref:IRJMST/2017/A106364

DOI : [HTTPS://DOI.ORG/10.32804/IRJMST](https://doi.org/10.32804/IRJMST)

ISSN – 2250 – 1959 (O) 2348 – 9367 (P)

THIS CERTIFIES THAT

DR. BIJAY KUMAR SUNDARAY

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON

**THE ROLE OF EMPLOYEE SATISFACTION (ES) INVOLVEMENT IN THE RELATIONSHIP AMONG
EMPLOYEE COMMITMENT (EC) AND ORGANISATIONAL EFFECTIVENESS (OE)**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN

Vol – 8 , Issue – 2 Feb , 2017



Editor in Chief



www.IRJMST.com



Computer Science Directory



INTERNATIONAL RESEARCH JOURNAL OF MANAGEMENT SCIENCE AND TECHNOLOGY

An Internationally Indexed Peer Reviewed & Refereed Journal



UGC ID - 47959

Impact Factor* : 4.1401

Ref:IRJMST/2017/A106364

DOI : [HTTPS://DOI.ORG/10.32804/IRJMST](https://doi.org/10.32804/IRJMST)

ISSN – 2250 – 1959 (O) 2348 – 9367 (P)

THIS CERTIFIES THAT

DR. SOUMENDRA KUMAR PATRA

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON

**THE ROLE OF EMPLOYEE SATISFACTION (ES) INVOLVEMENT IN THE RELATIONSHIP AMONG
EMPLOYEE COMMITMENT (EC) AND ORGANISATIONAL EFFECTIVENESS (OE)**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN

Vol – 8 , Issue – 2 Feb , 2017



Editor in Chief



Computer Science Directory

