

**IMPACT OF HRM PRACTICES AND ORGANISATIONAL CULTURE ON
TURNOVER INTENTION, ORGANISATIONAL COMMITMENT AND
PERFORMANCE APPRAISAL PERCEPTIONS OF INDIAN ACADEMICIANS
WORKING ABROAD**

Thesis
Submitted to Bharathiar University for the award of the Degree
Of

DOCTOR OF PHILOSOPHY IN MANAGEMENT

By
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This is to certify that the thesis, entitled **“IMPACT OF HRM PRACTICES AND ORGANISATIONAL CULTURE ON TURNOVER INTENTION, ORGANISATIONAL COMMITMENT AND PERFORMANCE APPRAISAL PERCEPTIONS OF INDIAN ACADEMICIANS WORKING ABROAD”** submitted to Bharathiar University, in partial fulfillment of the requirements for the award of the Degree of Doctor of Philosophy in Management, is a record of original research work done by Mrs. Bamini J. (Register No.2009PR388) during the period of October 2009 to January 2014 of her research in the Department of Management at P.S.G.R. Krishnammal College for Women, Coimbatore under my supervision and guidance and the thesis has not formed the basis for the award of any Degree/Diploma/ Associateship / Fellowship or other similar title to any candidate of my University.

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DECLARATION

I, Bamini J., hereby declare that the thesis, entitled **“IMPACT OF HRM PRACTICES AND ORGANISATIONAL CULTURE ON TURNOVER INTENTION, ORGANISATIONAL COMMITMENT AND PERFORMANCE APPRAISAL PERCEPTIONS OF INDIAN ACADEMICIANS WORKING ABROAD”** submitted to Bharathiar University, in partial fulfillment of the requirements for the award of the Degree of Doctor of Philosophy in Management, is a record of original and independent research done by me during the period of October 2009 to January 2014 under the supervision and guidance of Dr.Mrs.A.Kumudha, Reader, Department of Management at P.S.G.R. Krishnammal College for Women, Coimbatore and it has not been formed the basis for the award of any Degree / Diploma / Associateship / Fellowship or other similar title to any candidate of my University.

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Nothing is impossible on earth with the blessings of the Almighty

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