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CERTIFICATE

THIS IS TO CERTIFY that the Dissertation entitled "A STUDY OF ORGANIZATIONAL CLIMATE AND JOB SATISFACTION WITH REFERENCE TO KOLHAPUR ZILLA SAHAKARI DUDH UTPADAK SANGH LTD., KOLHAPUR, GOKUL-SIRGAON, B-1, M.I.D.C., KOLHAPUR, is a genuine and bonafide work prepared by Shri. BABURAO B.MANGARULKAR, under my guidance and submitted to SHIVAJI UNIVERSITY, KOLHAPUR, for the award of the Degree of MASTER OF PHILOSOPHY in COMMERCE AND MANAGEMENT.

To the best of my knowledge, the matter presented in the Dissertation has not been submitted earlier.

KOLHAPUR
March 9th, 1989.

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