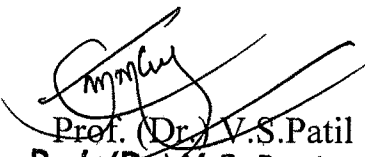


CERTIFICATE

This is to certify that the dissertation entitled "A STUDY OF RECRUITMENT AND SELECTION, TRAINING AND DEVELOPMENT AND PERFORMANCE APPRAISAL OF MANPOWER IN SANJIVANI SAHAKARI SAKHAR KARKAHANA LIMITED PONDA GOA" is a genuine and bonafide work prepared by Shri. Sunil Subhash Patil under my guidance and direct supervision submitted to the Shivaji University, Kolhapur for the degree of Master of Philosophy in Commerce and Management.

To the best of my knowledge and belief, the matter presented in this dissertation has not been submitted earlier for the award of Master of Philosophy degree or any courses of the Shivaji University or any other University.

Place: Kolhapur
Date: 08th September 2008


Prof. (Dr.) V. S. Patil
Prof. (Dr.) V. S. Patil M.Com Ph.D
DEAN AND HEAD OF DEPARTMENT OF
Dept. of Commerce & Management
Shivaji University, Kolhapur,
KOLHAPUR