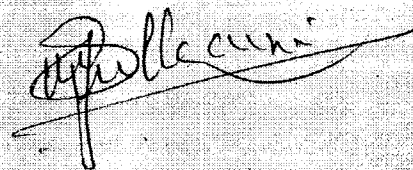


CERTIFICATE

This is to certify that Shri.M.A.Lohar has successfully completed his dissertation entitled. "A STUDY OF MANPOWER PLANNING IT'S EFFECT ON PRODUCTION" (WITH SPECIAL REFERENCE TO M/s. SAROJ IRON INDUSTRIES M.I.D.C. SHIROLI KOLHAPUR.) for the degree of MASTER OF PHILOSOPHY IN COMMERCE AND MANAGEMENT, SHIVAJI UNIVERSITY, KOLHAPUR and this is the result of the original research work carried out by Shri. M.A.Lohar under my supervision and guidance. I thus recommended that the dissertation be forwarded to the University for evaluation.



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