

: C E R T I F I C A T E :

This is to certify that the Research dissertation entitled " A STUDY OF INDUSTRIAL RELATIONS WITH SPECIAL REFERENCE TO MENON AND MENON PVT.LTD., VIKRAMNAGAR, KOLHAPUR " by Shri K.G.Mali, in partial fulfilment of his Degree course leading to Master of Philosophy in Economics, to Shivaji University, has been carried out under my supervision and guidance.

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