

## CERTIFICATE

This is to certify that the dissertation entitled, "The Problem of Payment of Salary of Employees in the Padmashri Deshbhakt Ratnappanna Kumbhar Panchganga Co-operative sugar factory, Ichalkaranji" has been completed by Miss. Shinde V.R. under my guidance and submitted to the Shivaji University, Kolhapur in partial fulfillment of the requirement for the Degree of Master of Philosophy in Economics. **I further declare that the thesis has not been submitted for award of any other diploma or degree either of this university or any other University.**

Place – Kolhapur

Date - 11/12/08



Mrs. Dr. P. P. Koli  
(Research Guide)