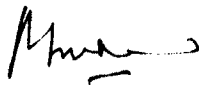


: C E R T I F I C A T E :

This is to certify that the dissertation entitled
" Manpower Management in Narsinggirji Mills, Solapur - a
functional approach " is a genuine and bonafide work,
prepared by Shri J.D.Sawale, under my guidance and
submitted to the Shivaji University, Kolhapur, for the
award of the Degree of Master of Philosophy in Commerce.

Place : Kolhapur
Date: 12.8.1987.


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