

C E R T I F I C A T E

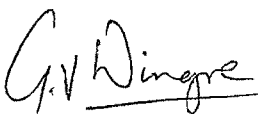
This is to certify that the Dissertation entitled, " A COMPARATIVE STUDY OF PERSONNEL PRACTICES IN CO-OPERATIVE SUGAR INDUSTRIES IN MAHARASHTRA ", submitted by Mr.Sanjay N. Zalkikar in partial fulfilment for the award of Master's Degree of Philosophy in Social Work has been carried out under my guidance.

To the best of my knowledge the matter presented in this Dissertation is bonafide and has not been submitted earlier.

SOLAPUR :

DATE

: 26/5/91.


(Dr.G.V.Dingre)
Research Guide,
M.A.Ph.D.