

**CERTIFICATE**

This is to certify that, Miss Hemlata David has completed her report on " A Study of Leadership Patterns and their Effectiveness with Special Reference to a Steel Factory at Nagpur (M.S.) " in Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur under my guidance satisfactorily.

Her conclusions are based on the data collected by her.

DATE : 1/8/89



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