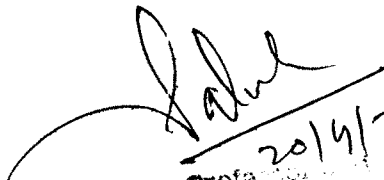


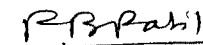
# CERTIFICATE

I hereby certify that the entire work embodied in the dissertation entitled, "*A Study of Human Factors With Special Reference to Kagal Co-operative Sugar Factory*" Which is being submitted herewith for the award of the degree of Master of Philosophy in Sociology of Shivaji University, Kolhapur is the result of the original research work completed by *Kamble Avinash Akappa* under my guidance and to the best of my knowledge and belief, The work embodied in this dissertation has not formed earlier the basis for the award of any degree or similar title of this or any other university or examining body.

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