

ACKNOWLEDGEMENT

This dissertation titled 'A Case Study of Wage and Salary Administration with special reference to Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre, Taluka Karvir, District Kolhapur' is a research study undertaken as a partial fulfilment of the requirement for the Degree of Master of Philosophy in Commerce to be submitted to the Shivaji University, Kolhapur.

First of all, I wish to thank all those who have extended their kind co-operation in some way or the other to me in my efforts in making this study materialised. However, I will fail in my duties, if I put up a full-stop here only.

I express my gratitude to the management, the employees of Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre, who lent me to persue my studies without any obstacles and hindrances and inconvenience. I thank to all the employees, officers of the factory in general and Shri S.B.Ghorpade, Managing Director, Shri J.I.Nimbalkar, Secretary, with whom I cherish some of the most memorable moment. I am specially indebted to Shri P.T.Patil, Office Superintendent of the factory for rendering valuable guidance, suggestions, comments, inspiration and making the dissertation beautiful.

(iii)

I also express my deep sense of gratitude towards Prof. A.D. Shinde, Director, Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur, for his constant support and encouragement.

I am strongly obliged to Dr. P.S. Rao, Principal of Chhatrapati Shahu Institute of Business Education and Research, Kolhapur, for his able guidance and supervision throughout the course of my study.

At last, but not the least, I would like to express my sincere gratitude towards our honourable Principal Shri D.D. Asgaonkar for his kind co-operation and encouragement.

Place : Kolhapur

Date : 7-3-86


(M. T. SHELAR)