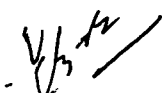


CERTIFICATE

This is to certify that the dissertation
entitled " A critical Study of Industrial Relations "
(with special Reference to Del-Star Pvt. Ltd., Ogalewadi)
is a genuine and bonafide work prepared by Shri N.A.Sul,
under my guidance and supervision and submitted to the
Shivaji University, Kolhapur for the award of the
degree of Master of Philosophy in Commerce.

Place: Kolhapur :

Date: 19 : 8 : 1988.


Guide
(Dr. V.V. Khanzode)

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