

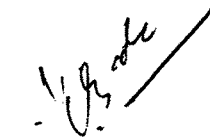
C E R T I F I C A T E

This is to certify that the dissertation entitled, " A critical study of Labour absenteeism in Narsinggirji Mills, Solapur, since 1983 to 1985", is a genuine and bonafide work, prepared by Shri Vithal S. Dhekale, under my guidance and submitted to the Shivaji University, Kolhapur, for the award of the Degree of Master of Philosophy in Commerce.

KOLHAPUR

DATE :

27th April 87



(DR. V. V. KNANZODE)