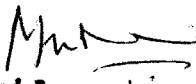


C E R T I F I C A T E

This is to certify that the dissertation entitled " A STUDY OF INDUSTRIAL RELATIONS IN SELECTED IRON AND STEEL INDUSTRIES IN KOLHAPUR DISTRICT" (with Special Reference to Kolhapur Steel Ltd. and Yashwant Iron and Steel Works Ltd.) is a genuine and bonafide work prepared by Shri S.J.Bhirud under my guidance and supervision and submitted to the Shivaji University, Kolhapur for the award of the degree of Master of Philosophy in Commerce.

  
Guide

( Dr.P.S.Rao )