

: C E R T I F I C A T E :

This is to certify that the dissertation entitled, " A STUDY OF MANPOWER PLANNING AND RECRUITMENT PROCEDURE IN MASCHINENFABRIK - POLYGRAPH (INDIA) LIMITED; M.I.D.C., SHIROLI, KOLHAPUR " is a genuine and bonafied work prepared by SHRI.V.K.TIWATANE under my - guidance and submitted to the SHIVAJI UNIVERSITY, KOLHAPUR for the award of Degree of Master of Philosophy in Commerce.

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