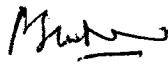


-: C E R T I F I C A T E :-

This is to certify that the dissertation entitled " A Study of Manpower Planning and Recruitment Procedure in Menon and Menon Pvt. Ltd., Vikramnagar, Kolhapur - 416 005. " is a genuine and bonafind work, prepared by Shri. D.G. Daddikar, under my guidance and submitted to the Shivaji University, Kolhapur for the award of the Degree of Master of Philosophy in Commerce.

Place : Kolhapur.

Date : 29-11-1955.



Dr. P. Subba Rao .