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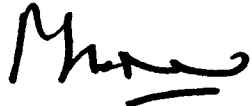
C E R T I F I C A T E

This is to certify that the dissertation entitled
"A study of Wage and Salary Administration with special
reference to Shri. Chhatrapati Shahu Sahakari Sakhar Karkhana
Ltd., Kagal, Taluka Kagal, District Kolhapur" submitted by
Shri. R.D. Latthe in partial fulfilment of his degree course
leading to MASTER OF PHILOSOPHY TO SHIVAJI UNIVERSITY, KOLHAPUR,
has been carried out under my supervision and guidance.

To the best of my knowledge the matter presented in
the report has not been submitted earlier.

Place: KOLHAPUR.

Date : **6-11-89**


PRIN. DR. P.S. RAO,
M.Com., M.E.S., Ph.D.
Research Guide.

SHREE CHHATRAPATI SHAHU SAHAKARI SAKHAR KARKHANA LTD. KAGAL

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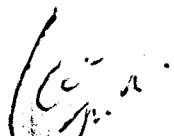
Date 24/10/1989
1.11.

C E R T I F I C A T E

This is to certify that Shri.Latthe Raghunath Dada, a student of Chhatrapati Shahu Central Institute of - Business Education & Research, Kolhapur had attended for the period from 10th May 1989 to 31st July 1989 in our karkhana for implant training. He was placed at Time and Labour Office of our factory. We have provided him all the necessary information required for his M-Phil study course.

During the above period of his study work he had achieved necessary practical knowledge required for his M-Phil (in commerce and management) dissertation work. He has completed his implant training in our institution.

This certificate is issued to him on his request.


MANAGING DIRECTOR.
(F.R. SHAH)

To,
✓ Shri.Raghunath Dada Latthe
Devchand College, Arjunnagar,
Tal.Kagal,
Dist.Kolhapur.

MD/-