

DECLARATION

I do hereby state that the dissertation
"A study of Wage and Salary Administration" submitted by
me for the award of the M.Phil. in Commerce and Management
of the Shivaji University, Kolhapur is not substantially
the same as one which has already been submitted for a
degree or any other academic qualification at any other
University or examining body in India or in any other
country to the best of my knowledge.

PLACE: Kolhapur
DATE : 6-11-1989.


(R. D. LATTHE)