

CERTIFICATE

This is to certify that the dissertation entitled "SOME ISSUES IN PERSONNEL ADMINISTRATION IN A PUBLIC UTILITY SYSTEM" is a genuine and bonafide work prepared by Shri. S. S. Shete under my guidance and direct supervision, submitted to the Shivaji University, Kolhapur as a partial fulfilment of the award of DEGREE OF MASTER OF PHILOSOPHY IN COMMERCE.

To the best of my knowledge and belief, the matter presented in this dissertation has not been submitted earlier for the award of M. Phil. or any course of Shivaji University or any other university.

KOLHAPUR

25.5.1990


DR. U. V. ARVINDEKAR

RESEARCH GUIDE