CERTIFICATE

This is to certify that the dissertation entitled " A Study of Labour Absenteeism in The Kolhapur Steel Ltd., Kolhapur," is a genuine and bonafide work, prepared by MR.NANDKUMAR RAMCHANDRA PATIL under my guidance and submitted to the Shivaji University, Kolhapur for the award of the degree of Master of Philosophy in Commerce.

Kalkoym DY. 15/5/85 (DE. V. V. Khan 30 de)
Research Guide

