

## C E R T I F I C A T E

This is to certify that the dissertation entitled " A STUDY OF LABOUR ABSENTEEISM IN CO-OPERATIVE SPINNING MILLS' WITH REFERENCE TO YSESHWANT SAHAKARI SOOT GIRNI NIYAMIT, SOLAPUR" is a genuine and bonafide work prepared by Miss Usha Ishwarappa Jamma under my guidance. The dissertation is the result of her own research work and is sufficiently high standard to warrant the award of Master of Philosophy in the faculty of Commerce, submitted to the Shivaji University, Kolhapur.

PLACE :- SOLAPUR

  
(DR. V.A. DOLAS)

DATE :- 23/06/1996

Research Guide