

CERTIFICATE OF GUIDE

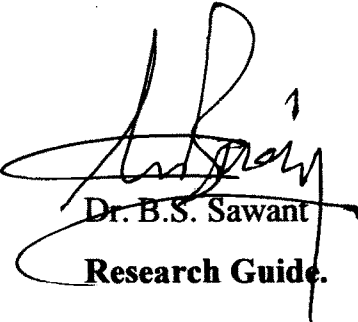
This is to certify that Mr. Kharat Bharat Shankar is a Student of M.phil course and he has completed his dissertation entitled “A Study of Labour Absenteeism with Special reference to Cooper Foundry Pvt. Ltd. Satara.” For the Partial fulfillment and Submitted to Shivaji University Kolhapur under my guidance his dissertation is satisfactory.

The Present work is of original nature and not copied from other earlier projects and further any part of it has not been submitted to any other University.

His conclusions are based on data collected by him.

Place : Satara

Date : 29-4-2019



Dr. B.S. Sawant
Research Guide.