<u>ACKNOWLDGEMENTS</u>

I have selected the topic *Critical Study of Industrial Relations in Manugraph Indusrties Kolhapur* to present a thesis as a part of my studies in *Master of Philosophy in Commerce and Management*.

I take this opportunity to express my deep sense of obligations indebtedness and gratitude to the management of Manugraph India ltd. for their valuable help and guidance in spite of their preoccupation with their routine duties

I am very much thankful to **Mr. Ghag (GM** HRD) for arranging to provide me with the requisite facilities for this study.

I am very much thankful to **Dr. R. D. Salunkhe** Guide for my thesis whose valuable guidance and co-operation enabled me to conduct this study and present this thesis.

Kolhapur

Miss. Shilpaja M. Kalekar

Date: 28/06/2004