: CERTIFICATE:

This is to certify that the dissertation entitled 'A CRITICAL STUDY OF MANPOWER PLANNING 'in the 'Walchandnagar Industries Ltd., Engine and Foundry Division, Satara Road is a genuine and bonafide work prepared by Shri. C.S. Pathan under my guidance and submitted to the 'SHIVAJI UNIVERSITY' Kolhapur for the award of the Degree of Master of Philosophy in Commerce.

PLACE : KOLHAPUR.

DATE : 30-11-1965

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