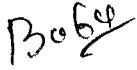


C E R T I F I C A T E

This is to Certify that the Dissertation entitled "A STUDY OF ORGANISATIONAL CLIMATE AND JOB SATISFACTION AMONGST THE MEDICAL AND PARAMEDICAL STAFF" is a genuine and bonafide work prepared by Shri. D. S. Kamble, under my guidance and submitted to THE SHIVAJI UNIVERSITY, KOLHAPUR for the award of the Degree of MASTER OF PHILOSOPHY in COMMERCE AND MANAGEMENT.

To the best of my knowledge, the matter presented in this Dissertation has not been submitted earlier.

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