

### ACKNOWLEDGEMENT

This dissertation entitled ' A Study of Wage and Salary Administration with special reference to Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar, Taluka Walwa, District Sangli,' is a research study undertaken as a partial fulfilment of the requirement for the Degree of Master of philosophy in commerce and management to be submitted to the Shivaji University, Kolhapur.

First of all, I wish to thank all those who have extended their kind co-operation in some way or the other to me in my efforts in making this study materialised.

I express my gratitude to the management, the employees of Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar, Taluka Walwa, District Sangli, who lent me to pursue my studies without any obstacles and hindrances and inconvenience. I thank to all the employees, officers of the factory in general and Shri R.S.Baste ,Managing Director Shri Shivajirao G.Gade, Secretary, with whom, I cherish some of the most memorable moment. I am specially indebted to Shri Jayant R.Patil, Chairman, for office guidance suggestions, comments, inspiration and making the dissertation beautiful.

I also express my deep sense of gratitude towards Prof. A.D.Shinde, Director, Chh. Shahu Central Institute of Business Education and Research, Kolhapur for his constant support and encouragement.

I am strongly obliged to Prof.Dr.V.V.Khazode, of Chh. Shahu Central Institute of Business Education and Research, Kolhapur for his able guidance and supervision throughout the course of my study.

At last, but not the least, I would like to express my sincere gratitudes towards our honourable Shri V.S.Kadam, and my friends for their kind co-operation and encouragement.

Place:Kolhapur:

Date : 4-3-89



( J.M.Patil.)