: DECLARATION :

I hereby declare that the dissertation entitled

"Human Resource Planning in Co-operative Sugar Factories

with special Reference to Ajinkyatara Sahakari Sakhar Karakhana

Limited, Shahunagar-Shendre, Dist-Satara "is written by me

and submitted to the Shivaji University, Kolhapur for the award

of Degree of Master of Philosophy in 'COMMERCE AND MANAGEMENT'

under the guidance of Dr.A.D.Kurkute. The present work is

based on primary and secondary data.

To the best of my knowledge, this work has not been submitted for the award of any degree of any other University.

Place: KOLHAPUR

Date : 02/09/1991

SHRI P.G. PAWAR

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