


## C E R T I F I C A T E

This is to certify that the dissertation entitled,  
**"A CRITICAL EVALUATION OF PERFORMANCE APPRAISAL  
IN SELECTED INDUSTRIAL ORGANISATIONS"**, is a genuine  
and bonafide work prepared by *Shri. Umesh H. Arahunasi*  
under my guidance and direct supervision, submitted to  
the Shivaji University, Kolhapur, as a partial fulfilment  
of the award of the degree of **MASTER OF PHILOSOPHY IN  
COMMERCE AND MANAGEMENT.**

To <sup>the</sup> best of my knowledge and belief, the matter  
presented in this dissertation has not been submitted  
earlier for the award of M. Phil. degree or any course  
of Shivaji University or any other university.

KOLHAPUR

17/10/1992

  
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