


DECLARATION

I, the undersigned, hereby declare that the Dissertation titled "A STUDY OF WAGE AND SALARY ADMINISTRATION IN PELMA ENGINEERING PRIVATE LIMITED (ELMECA WORKS), DHARWAD, KARNATAKA STATE" is a genuine and bonafide work prepared by me and submitted to SHIVAJI UNIVERSITY, Kolhapur, in partial fulfilment of the requirements for the award of the Degree of MASTER OF PHILOSOPHY in COMMERCE & MANAGEMENT. The present work is of original nature and the conclusions drawn therein are based on the data collected by myself.

To the best of my knowledge and belief, the matter presented in this Dissertation has not been submitted for the award of any Degree to this or any other University.

KOLHAPUR
6th December —, 1997


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