


CERTIFICATE

This is to certify 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 Mr.Praveen Ramchandra Shindhe, under my guidance and supervision for being submitted to SHIVAJI UNIVERSITY, Kolhapur, in partial fulfilment of the requirements for the award of the Degree of MASTER OF PHILOSOPHY in COMMERCE & MANAGEMENT.

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.

6th KOLHAPUR
December — , 1997


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Research Guide