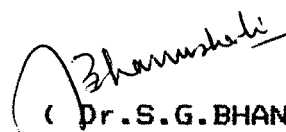


C E R T I F I C A T E

This is to certify that Mrs.ANJALI SANJAY MOGHE has successfully completed her dissertation entitled " MANPOWER PLANNING FOR SUPERVISORY AND MANAGERIAL STAFF IN KIRLOSKAR BROTHERS LIMITED.,KIRLOSKARWADI.," for the Degree of Master of Philosophy in Commerce of Shivaji University,Kolhapur,and that this is the result of the original research work carried out by Mrs.A.S.MOGHE,under my supervision and guidance .I thus recommend that the dissertation be forwarded to the University for evaluation .

Place : Kolhapur.

Date : 29-12-1994.



(Dr.S.G.BHANUSHALI)

RESEARCH GUIDE.