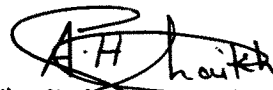


DECLARATION

I hereby declare that this dissertation entitled "A CASE STUDY OF HUMAN RESOURCES MANAGEMENT POLICIES AND PRACTICES AT INDAL BELGAUM". Submitted by Mr. Arifur Rehman H. Shaikh to Shivaji University, for award of the degree of "Master of Philosophy" in faculty of commerce and management is my original work and the conclusions drawn therein are based on data collected by myself.

I further declare that to the best of my knowledge and belief, this research work has not been submitted earlier to this or any other university for the award of this or any other degree.



Mr. Arifur Rehman H. Shaikh.

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DATE : 25-06-01

Research candidate