

**CERTIFICATE**

This is to certify that the dissertation entitled “ A critical study of personnel management practices in aharashtra Engineering, Adampur” is a genuine and bonafide work prepared by Mr. Powar Sagar Raghunath under my guidance and direct supervision submitted to Shivaji University, Kolhapur as a partial fulfillment of the award of the degree of Master of Philosophy in commerce and management.

To the best of my knowledge and belief, the matter presented in this dissertation has not been submitted earlier for the award of M.phil degree to any course of Shivaji University and other University or Institute.



Dr. K.V. Bachute

M. Com., Ph.D.

**Place: Kolhapur**

**Date: 16/06/2006**