

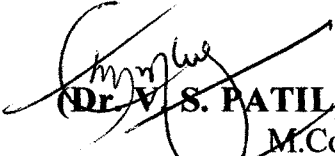
# CERTIFICATE

I hereby certify that the dissertation entitled “A STUDY OF HUMAN RESOURCE MANAGEMENT PRACTICES IN LIFE INSURANCE CORPORATION OF INDIA WITH SPECIAL REFERENCE TO SOLAPUR DISTRICT” which is submitted to Shivaji University by Mr. M. K. Panchal as a partial fulfillment of the degree of MASTER OF PHILOSOPHY IN COMMERCE AND MANAGEMENT, represents the original work carried out by him under my guidance.

The dissertation has not been submitted previously for any other degree to any of the Universities or Autonomous institutes.

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Date : 29<sup>th</sup> June, 2002

  
(Dr. V. S. PATIL)  
M.Com., Ph.D.  
HEAD,  
DEPARTMENT OF COMMERCE AND  
MANAGEMENT  
SHIVAJI UNIVERSITY,  
KOLHAPUR.