

C E R T I F I C A T E

Certified that Shri. Vilas Dattatray Phuke a student of Chh. Shahu Central Institute of Business Education And Research, Kolhapur has completed his Research work on " A Study of the Employees Welfare Benefits and Services with Special reference to Kirloskar Brothers Ltd., Kirloskarwadi," for the Degree of Master of Philosophy in Commerce And Management, and that he has carried out this Research Project in all stages on his efforts and under my Guidance.

S. V. Deshpande

Prof. S. V. Deshpande,
M.Com.,

RESEARCH GUIDE

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