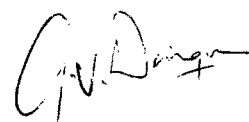


C E R T I F I C A T E

This is to certify that the Dissertation
Entitled 'A Study of Workers' Participation in
Management with Reference to Indian Railways,
Central Railways, 'Solapur Division' submitted by
MR. VIDYANAND BHIMRAO in partial fulfilment for
the award of Master Degree of Philosophy in Social
Work has been carried out under my guidance.

To the best of my knowledge the matter
presented in this Dissertation is bonafide and
has not been submitted earlier.



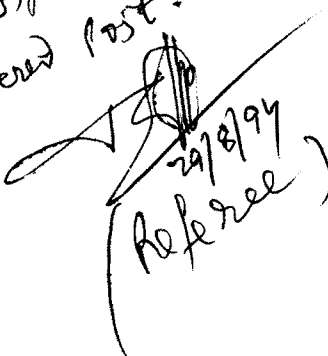
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Date : 5-11-1992.

Research Guide.

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