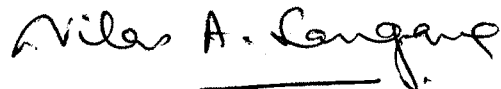


C E R T I F I C A T E

This is to certify that Shri V.V. Bhosale has completed his empirical research work entitled "Management Labour Relations in Hindustan Gears Pvt. Ltd., Oglewadi" - A Sociological Study, for the Degree of Master of Philosophy in Sociology of Shivaji University, Kolhapur, and that he has carried out his research project in all stages on his own efforts.



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June 8, 1984.