

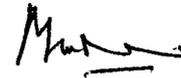
(i)

C E R T I F I C A T E

This is to certify that this dissertation entitled 'A Case Study of Wage and Salary Administration with special reference to Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre, Taluka Karvir, District Kolhapur', is a genuine and bonafide work, prepared by Shri M.T.Shelar under my guidance and submitted to the Shivaji University, Kolhapur, for the award of the Degree of Master of Philosophy in Commerce faculty.

Place : Kolhapur

Date : 7-3-1986 .



(Dr. P.S. Rao)