

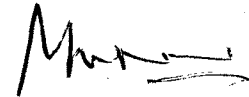
CERTIFICATE

This is to certify that Shri S.D. Kale has completed his empirical research work entitled, " A Study of Grievance Settlement Procedure in Shri Shahu Chhatrapati Mills, Kolhapur " in partial fulfilment for the Degree of Master of Philosophy in Commerce of Shivaji University, Kolhapur and that he has carried out his research work in all stages on his own efforts.

To the best of my knowledge and belief, the matter presented in the dissertation has not been submitted earlier.

Kolhapur :

Date : 16/11 Nov-1988



(Dr. P.S.Rao)
Research Guide

Principal CIBER Kolhapur