

(i)

C E R T I F I C A T E

This is to certify that the dissertation entitled
" A study of Labour Turnover and Absenteeism in Gadhinglaj
Talika Sahakari Sakhar Karkhana Ltd., At Harali.,
Tal. Gadhinglaj, Dist. Kolhapur " submitted by Shri. K.D.
Padwal in partial fulfilment of his degree course leading
to MASTER OF PHILOSOPHER TO SHIVAJI UNIVERSITY, KOLHAPUR ,
has been carried out under my supervision and guidance.

To the best of my knowledge the matter presented
in the report has not been submitted earlier.

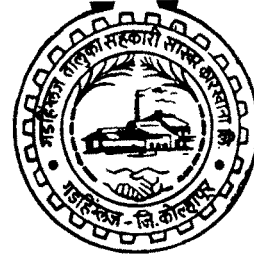
KOLHAPUR.

DATE : 8-12-1987


Prin. Dr. P. S. RAO.

M.Com.M.E.S.Ph.D.
Research Guide.

(ii)
Gadhinglaj Taluka
Sahakari Sakhar Karkhana
Limited, Gadhinglaj



Gram: GODSAKHAR, Gadhinglaj.
Factory 114 Gadhinglaj.
Chairman (Resl.) 119
Managing Director(Resl.) 117

Taluka : Gadhinglaj-416 502. Dist : Kolhapur (Maharashtra)

No. ADM/ 1384 /87-88.

Date :- 1-12-1987.

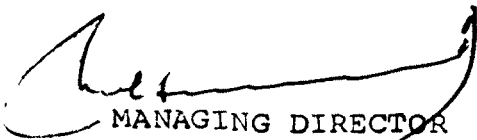
C E R T I F I C A T E
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This is to certify that Shri. K.D. Padwal of Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur had attended our Karkhana for the period from 15th May 1986 to 14th June 1986 and 1st Nove. 1986 to 30th Nove. 1986 for inplant training. He was placed at 'Time Office' of the factory and he was made available all the necessary information required for his study.

During the period of his study work he had achieved necessary practical knowledge and information required for his M. Phil. (in Commerce and Management) Dissertation work. He completed his inplant training to his satisfaction.

Place : Harali.

Date : 1-12-1987.


MANAGING DIRECTOR
Gadhinglaj Tal.S.S. K. Limited,
Gadhinglaj.

