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DECLARATION

I do hereby state that the dissertation " A study of Labour Turnover and Absenteeism in Gadhinglaj Taluka Sahakari Sakhar Karkhana Ltd. at Harali, Tal. Gadhinglaj Dist. Kolhapur," submitted by me for the award of the Master of Philosophy in commerce and Management of the Shivaji University, Kolhapur is not substantially the same as one which has already been submitted for a degree or any other academic qualification at any other University or examining body in India or in any other country to the best of my knowledge.

Place : Kolhapur

Date : 10/12/87


(K. D. Padwal)

