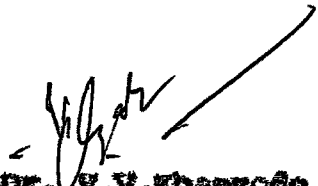


C E R T I F I C A T E

This is to certify that the dissertation entitled
" A Study of Wage & Remuneration Plan in Shethari Sahakari -
Sangh Ltd., Kolhapur " is a genuine and bonafide work, prepared
by Shri ARUN BALKRISHNA BHARANAGACHAR under my guidance and
submitted to the Shivaji University, Kolhapur, for the award of
the degree of Master of Philosophy in commerce.

Kolhapur

11/11/89


Dr. V.V. Khanzode
Research Guide.