

## ACKNOWLEDGEMENT

The present dissertation entitled "A Study of Wage and Salary Administration in The Kolhapur Steel Ltd., Shirol (Pulachi) Kolhapur." is the outcome of research undertaken as part of requirement of the degree of Master of Philosophy in commerce of Shivaji University, Kolhapur. I take this opportunity to acknowledge the assistance extended by various persons in the completion of my study.

First of all I am highly indebted to Prof. Dr. V. V. Khanzode for his able guidance and supervision throughout the course of my study.

I express a deep sense of gratitude towards Prof. D. D. Shinde, Director, Chhatrapati Shahu Central Institute of Business Education and Research Kolhapur for his constant encouragement.

I am grateful to Dr. P. Subba Rao Principal Chhatrapati Shahu Central Institute of Business Education and Research Kolhapur for his inspiration.

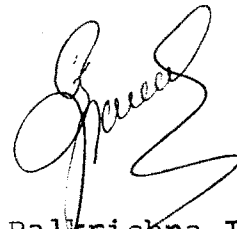
My special thanks are due to Prof. T. A. Shivare, Prof. D. R. MORE, Prof. N. V. Shah and Prof. N. R. Patil for valuable assistance throughout the study.

I am grateful to The Kolhapur Steel Ltd., in general and Shri V. K. Potnis, the Works Manager, Shri S. V. Rane the Labour Officer and the staff of Time Office in particular for extending me the fullest possible co-operation and making the data available in connection with my study.

My special thanks are due to Prin. V. T. Chougule and Vice-Prin. P. R. Madhyawanna of G. A. College of Commerce, Sangli. I am also thankful to vice-prin. V. B. Kodag, Night College of Arts and Commerce Sangli, Shri G. B. Deshmukh, ~~Rtd.~~ Public Prosecutor Prof. B. N. Belgali. and Shri Ajitrao B. Suryawanshi, Advocate and Councillor, Sangli Nagar Parishad, Sangli.

I am grateful to Prin. Dr. V. D. Katambale, Shri Shahaji Chhatrapati Mahavidyalaya, Principal P. B. Koshti, Deshbhakta Ratannappa Kumbhar College of Commerce, Prin. M. D. Deshpande, Night College of Arts and Commerce, Kolhapur for their sincere encouragement.

However, I alone assume the full responsibility for the conclusions errors and omissions.



Balkrishna J. Pawar.