

## C E R T I F I C A T E

This is to certify that the dissertation entitled ' A Study of Wage and Wage Incentive in the Kirloskar Brothers Limited ' is a genuine and bonafide work, prepared by Mr. Namdev Laxman Jadhav under my guidance and submitted to the Shivaji University, Kolhapur for the award of the Degree of Master of Philosophy in Commerce.

  
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