

C E R T I F I C A T E

This is to certify that Shri. S.K. Divanaji has completed his research work, entitled "Comparative study of Absenteeism in Public Sector and Private Sector Industries with reference to textile industries", under my supervision and guidance. His work is genuine and satisfactory. This dissertation is submitted for the award of the degree of Master of Philosophy in commerce to the Shivaji University, Kolhapur.



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