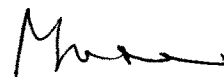


CERTIFICATE

This is to certify that the dissertation entitled
"A Study Of Personnel Policies and Practices In Kinetic
Engineering Limited at Ahmednagar." is a genuine and
bonafide work prepared by Mr. Bhavrao Changu Bhingardive,
under my guidance and submitted to the Shivaji University,
Kolhapur, for the award of the degree of "MASTER OF
PHILOSOPHY IN COMMERCE."

Place: KOLHAPUR

Date : 22/12/94



Dr. P. S. Rao.
Research Guide.