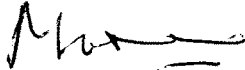


!! CERTIFICATE !!

This is to certify that the dissertation entitled " THE STUDY OF HUMAN FACTOR IN THE DECCAN CO-OPERATIVE SPINNING MILL LTD, ICHALKRANJI ". is a genuine and bonafide work prepared by Mr. Mane V.A. 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 : 25/11/93


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