

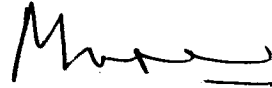
C E R T I F I C A T E

This is to certify that the dissertation entitled "Wage and Salary Administration in a Public Sector Undertaking : A Case Study of Hindustan Latex Limited, Kanagala, Belgaum" submitted by Shri. S. A. Patil in partial fulfilment of his degree course leading to Master of Philosophy to Shivaji University, Kolhapur, has been carried out under my supervision and guidance.

To the best of my knowledge the matter presented in the report has not been submitted earlier.

Place: Kolhapur

Date : 21-9-93



Prin. Dr. P. S. RAO
Research Guide.