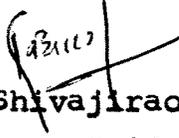


: C E R T I F I C A T E :

This is to certify that the dissertation entitled,  
"A STUDY OF MOTIVATION TECHNIQUES APPLIED IN MASCHINEN  
FABRIK POLYGRAPH (INDIA) LIMITED, SHIROLI, KOLHAPUR",  
is genuine and bonafied work prepared by Shri Bajarang  
B. Shitole under my guidance and submitted to the  
SHIVAJI UNIVERSITY, KOLHAPUR; for the Degree of Master of  
Philosophy in Commerce.

  
Prof. Shivajirao K. Ghatage  
Guide Teacher  
Chh. Shahu Central Institute  
of Business Education and  
Research, KOLHAPUR.

PLACE : KOLHAPUR.  
DATE : 30<sup>th</sup> May, 1990.