## : CERTIFICATE:

This is to certify that the dissertation entitled

"Human Resource Planning In Co-operative Sugar Factories

With Special Reference to Ajinkyatara Sahakari Sakhar Karakhana

Limited, Shahunagar-Shendre, Dist-Satara "is genuine and bonafide

work, prepared by Shri. P.G. Pawar under my guidance and

submitted to the SHIVAJI UNIVERSITY, KOLHAPUR for the degree of

Master of Philosophy in COMMERCE AND MANAGEMENT.

Place: KOLHAPUR

Date : 21/08/91

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