

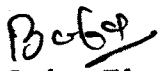
C E R T I F I C A T E

This is to certify that the dissertation entitled,
**"A STUDY OF JOB DESIGN APPROACH - AN EMPIRICAL
VALIDATION"**, is a genuine and bonafide work prepared
by **Shri Rajashekharappa G. L.** under my guidance and
direct supervision, submitted to the Shivaji University,
Kolhapur, as a partial fulfilment of the award of degree
of **MASTER OF PHILOSOPHY IN COMMERCE AND MANAGEMENT.**

To the best of my knowledge and belief, the
matter presented in this dissertation has not been
submitted earlier for the award of M. Phil. or any
course of Shivaji University or any other university.

KOLHAPUR

17/10/1992


(Dr. Babu Thomas)
M.A., Ph.D.
RESEARCH GUIDE



