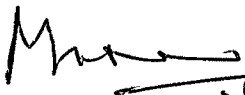


C E R T I F I C A T E

This is to certify that Mrs. Madhuri Rajiv Shinde has completed her dissertation entitled "A study of Training Needs & Activities in Shri. Shahu Chhatrapati Mills, Kolhapur, under my guidance satisfactorily.

Her conclusions are based on data collected by her during course of study.


(Dr. P. S. RAO) 20/11/92
Guide