

## CERTIFICATE

Certified that this research work entitled “ A CASE STUDY OF HUMAN RESOURCES MANAGEMENT POLICIES AND PRACTICES AT INDAL BELGAUM”. Submitted by Mr. Arifur Rehman H. Shaikh to Shivaji University, for the degree of “Master of Philosophy” in faculty of Commerce and Management has been carried out under my guidance and supervision and that the conclusion drawn and suggestions made therein are based on the data collected by him.

To the best of my knowledge and belief this research work has not been submitted earlier to this or any other University for the award of this or any other degree.



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