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**DECLARATION**

I hereby declare that the work incorporated in the present thesis is original and has not been submitted to any University/Institution for the award of any Degree or Diploma. I further declare that the findings and suggestions exhibited in this thesis may help understanding and solving the problems of industrial relations in the cement industry.

**Place : Anand**

**Date : 9-12-2004**

  
(B.P. Bhuva)

Research Scholar