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CERTIFICATE

Certified that the research work incorporated in this thesis entitled "Industrial Relations Strategies and Practices: An indepth study of cement manufacturing units in Gujarat" submitted by Shri B.P. Bhuva comprises the result of independent and original investigations carried out by him under my guidance and supervision. The material that has been obtained and used from other sources has been duly acknowledged in the thesis.

It is also certified that the work has not been submitted either partly or fully to any other University/Institution for the award of any Degree/Diploma.

Place: Vallabh Vidyanagar

Date: 9-12-2004


(Dr.M.K. Patel)

Research Guide