## Publication Certificate of



## INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | ISSN: 2320 - 2882

An International Open Access, Peer-reviewed, Refereed Journal

The Board of

International Journal of Creative Research Thoughts

Is hereby awarding this certificate to

Dr. Jeemon Joseph

In recognition of the publication of the paper entitled

A STUDY ON TRAINING AND DEVELOPMENT OF EMPLOYEES TO INCREASE THE PRODUCTIVITY WITH SPECIAL REFERENCE TO TRAVANCORE CEMENTS LTD, KOTTAYAM.

Published In IJCRT (www.ijert.org) & 7.97 Impact Factor by Google Scholar

Volume 5 Issue 4 November - 2017 , Date of Publication: 04-April-2018

UGC Approved Journal 19023 (18)

PAPER ID: IJCRT1703089

Registration ID: 184983

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | Al-Powered Research Tool), Multidisciplinary, Monthly Journal



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | IJCRT

An International Scholarly, Open Access, Multi-disciplinary, Indexed Journal

Website: www.ijcrt.org | Email id: editor@ijcrt.org | ESTD: 2013



**EDITOR IN CHIEF**