# 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

#### **Ani Smriti**

In recognition of the publication of the paper entitled

## IMPACT OF WORKING ENVIRONMENT ON THE JOB SATISFACTION OF EMPLOYEES: A CASE STUDY OF SELECTED EDUCATIONAL INSTITUTORS IN BIHAR

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

Volume 8 Issue 12 December 2020 , Date of Publication: 22-December-2020

UGC Approved Journal 19023 (18)

PAPER ID: IJCRT2012229

Registration ID: 201688

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** 



#### 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

#### Rajesh Kumar

In recognition of the publication of the paper entitled

#### IMPACT OF WORKING ENVIRONMENT ON THE JOB SATISFACTION OF **EMPLOYEES: A CASE STUDY OF SELECTED EDUCATIONAL** INSTITUTORS IN BIHAR

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

Volume 8 Issue 12 December 2020 , Date of Publication: 22-December-2020

UGC Approved Journal 18, 49023 (18)

PAPER ID: IJCRT2012229

Registration ID: 201688

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