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

Satyajit dikshit

In recognition of the publication of the paper entitled

IMPACT OF DEMOGRAPHIC VARIABLES ON WORK-LIFE BALANCE OF POLICE PERSONNEL: A CASE STUDY OF ODISHA POLICE

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

Volume 8 Issue 5 May 2020 , Pate of Pub<mark>lication: 29-May</mark>-2020

UGC Approved Journal No: 4902<mark>3 (18)</mark>

PAPER ID: IJCRT2005472

Registration ID: 195100



EDITOR IN CHIEF

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



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

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



Certificate of Publication



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

Anjali Panda

In recognition of the publication of the paper entitled

IMPACT OF DEMOGRAPHIC VARIABLES ON WORK-LIFE BALANCE OF POLICE PERSONNEL: A CASE STUDY OF ODISHA POLICE

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

Volume 8 Issue 5 May 2020, Pate of Pub<mark>lication: 29-May</mark>-2020

UGC Approved Journal No: 4902<mark>3 (18)</mark>

PAPER ID: IJCRT2005472

Registration ID: 195100

EDITOR IN CHIEF

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

