Publication Of Centificate



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

SAHAYA SAHANA F.

In recognition of the publication of the paper entitled

A STUDY ON EFFECTIVENESS OF FRINGE BENEFITS ON EMPLOYEE PERFORMANCE IN MANUFACTURING INDUSTRY

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

Volume 9 Issue 5 May 2021, Pate of Publication: 09-May-2021

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

PAPER ID: IJCRT2105250

Registration ID: 205549

ISSN 2320-2882 IJCRT IJCRT IJCRT

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



Publication Of Centificate



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

Mr.JOHN PAUL M.

In recognition of the publication of the paper entitled

A STUDY ON EFFECTIVENESS OF FRINGE BENEFITS ON EMPLOYEE PERFORMANCE IN MANUFACTURING INDUSTRY

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

Volume 9 Issue 5 May 2021, Pate of Publication: 09-May-2021

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

PAPER ID: IJCRT2105250

Registration ID: 205549

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



