



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

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The Board of  
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Is hereby awarding this certificate to

**Thriveni N Angadi**

In recognition of the publication of the paper entitled  
**A STUDY ON FACTORS AFFECTING EFFECTIVE EMPLOYEE  
EMPOWERMENT AMONG THE EMPLOYEES WORKING IN STEEL  
INDUSTRY**

Published In IJCRT ( [www.ijert.org](http://www.ijert.org) ) & 7.97 Impact Factor by Google Scholar

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