of Publication 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

SUJATHA S

In recognition of the publication of the paper entitled

AN EMPIRICAL STUDY ON HRM PRACTICES AT ARAGEN LIFE SCIENCES PRIVATE LTD

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

Volume 11 Issue 8 August 2023, Pate of Publication: 28-August-2023

UGC Approved Journal No: 49023 (18)

PAPER ID: IJCRT2308688

Registration ID: 243340

ISSN 2320-2882 **JJCRT**

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



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

DR R THIMMARAYAPPA

In recognition of the publication of the paper entitled

AN EMPIRICAL STUDY ON HRM PRACTICES AT ARAGEN LIFE SCIENCES PRIVATE LTD

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

Volume 11 Issue 8 August 2023, Pate of Publication: 28-August-2023

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

PAPER ID: IJCRT2308688

Registration ID: 243340

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

