

## 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

## Robiul Islam Akash

In recognition of the publication of the paper entitled

"Exploring Work-Life Balance Among Female Employees at Lovely Professional University: A Comprehensive Study"

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

Volume 11 Issue 11 November 2023, Pate of Publication: 10-November-2023

UGC Approved Journal No: 49023 (18)

PAPER ID: IJCRT2311206

Registration ID: 246144

SSN 2320-2882 Thousand The Company of the Company

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



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





## 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

## **Madhumita Rout**

In recognition of the publication of the paper entitled

"Exploring Work-Life Balance Among Female Employees at Lovely Professional University: A Comprehensive Study"

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

Volume 11 Issue 11 November 2023, Pate of Publication: 10-November-2023

UGC Approved Journal No: 49023 (18)

PAPER ID: IJCRT2311206

Registration ID: 246144

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







## 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

## **Harishankar Pandit**

In recognition of the publication of the paper entitled

"Exploring Work-Life Balance Among Female Employees at Lovely Professional University: A Comprehensive Study"

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

Volume 11 Issue 11 November 2023, Pate of Publication: 10-November-2023

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

PAPER ID: IJCRT2311206

Registration ID: 246144

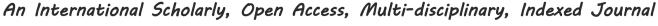
ISSN 2320-2882 JOERT JOE

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



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





## 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

## Diksha Pal

In recognition of the publication of the paper entitled

"Exploring Work-Life Balance Among Female Employees at Lovely Professional University: A Comprehensive Study"

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

Volume 11 Issue 11 November 2023, Pate of Publication: 10-November-2023

UGC Approved Journal No: 49023 (18)

PAPER ID: IJCRT2311206

Registration ID: 246144

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**



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

