of Publication

Certificate



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

Dave B. Buragay, PhD

In recognition of the publication of the paper entitled

Embracing Transformation: A Phenomenological Study on the Adaptations of Utility Workers

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

Volume 12 Issue 5 May 2024, Pate of Publication: 13-May-2024

UGC Approved Journal No: 49023 (18)

PAPER ID: IJCRT2405663

Registration ID: 260580



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



of Publication Certificate



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

Sophia Joy M. Martinez

In recognition of the publication of the paper entitled

Embracing Transformation: A Phenomenological Study on the Adaptations of Utility Workers

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

Volume 12 Issue 5 May 2024, Pate of Publication: 13-May-2024

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

PAPER ID: IJCRT2405663

Registration ID: 260580

ISSN 2320-2882 JDRT

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



Int

of Publication

Certificate

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

Allen Bradley M. Nuguid

In recognition of the publication of the paper entitled

Embracing Transformation: A Phenomenological Study on the Adaptations of Utility Workers

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

Volume 12 Issue 5 May 2024, Pate of Publication: 13-May-2024

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

PAPER ID: IJCRT2405663

Registration ID: 260580

ISSN 2320-2882 JCRT 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



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





Embracing Tr

of Publication

Certificate

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

Andrei Jacob A. Cebedo

In recognition of the publication of the paper entitled

Embracing Transformation: A Phenomenological Study on the Adaptations of Utility Workers

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

Volume 12 Issue 5 May 2024, Pate of Publication: 13-May-2024

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

PAPER ID: IJCRT2405663

Registration ID: 260580

ISSN 2320-2882 JCRT 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



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



of Publication Certificate



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

Mohammad Abdul J. Lucindo

In recognition of the publication of the paper entitled

Embracing Transformation: A Phenomenological Study on the Adaptations of Utility Workers

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

Volume 12 Issue 5 May 2024, Pate of Publication: 13-May-2024

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

PAPER ID: IJCRT2405663

Registration ID: 260580

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

