Certificate 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

MAHESH KALUVA

In recognition of the publication of the paper entitled

A THEORETICAL PERSPECTIVE OF 21ST CENTURY HUMAN RESOURCE MANAGER: EMPLOYEE ADVOCATE, BUSINESS PARTNER, OR BOTH?

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

Volume 6 Issue 1 January 2018 , Pate of Publication: 06-January-2018

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

PAPER ID: IJPUB1801061

Registration ID: 180038



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



Certificate 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

P. BHARATH KUMAR

In recognition of the publication of the paper entitled

A THEORETICAL PERSPECTIVE OF 21ST CENTURY HUMAN RESOURCE MANAGER: EMPLOYEE ADVOCATE, BUSINESS PARTNER, OR BOTH?

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

Volume 6 Issue 1 January 2018, Pate of Publication: 06-January-2018

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

PAPER ID: IJPUB1801061

Registration ID: 180038



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

