

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

Md Abul Khair

In recognition of the publication of the paper entitled

Improving HR Efficiency through Oracle HCM Cloud Optimization

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

Volume 10 Issue 12 December 2022 , Date of Publication: 16-December-2022

UGC Approved Journal No: 49023 (18)



EDITOR IN CHIEF

PAPER ID : IJCRT2212666

Registration ID : 269150

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-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

IJCRT | ISSN: 2320-2882 | IJCRT.ORG

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

Amit Mangal

In recognition of the publication of the paper entitled

Improving HR Efficiency through Oracle HCM Cloud Optimization

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

Volume 10 Issue 12 December 2022 , Date of Publication: 16-December-2022

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2212666

Registration ID : 269150

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool) , Multidisciplinary, Monthly Journal



EDITOR IN CHIEF



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

IJCRT | ISSN: 2320-2882 | IJCRT.ORG

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

Swetha Singiri

In recognition of the publication of the paper entitled

Improving HR Efficiency through Oracle HCM Cloud Optimization

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

Volume 10 Issue 12 December 2022 , Date of Publication: 16-December-2022

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2212666

Registration ID : 269150

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool) , Multidisciplinary, Monthly Journal




EDITOR IN CHIEF

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

Akshun Chhapola

In recognition of the publication of the paper entitled

Improving HR Efficiency through Oracle HCM Cloud Optimization

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

Volume 10 Issue 12 December 2022 , Date of Publication: 16-December-2022

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2212666

Registration ID : 269150

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool) , Multidisciplinary, Monthly Journal




EDITOR IN CHIEF

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

IJCRT | ISSN: 2320-2882 | IJCRT.ORG

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

Shalu Jain

In recognition of the publication of the paper entitled

Improving HR Efficiency through Oracle HCM Cloud Optimization

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

Volume 10 Issue 12 December 2022 , Date of Publication: 16-December-2022

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2212666

Registration ID : 269150

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool) , Multidisciplinary, Monthly Journal



EDITOR IN CHIEF



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

IJCRT | ISSN: 2320-2882 | IJCRT.ORG