Publication Certificate of



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.CHI.NANJAPPA

In recognition of the publication of the paper entitled

JOB SATISFACTION AND JOB COMMITMENT OF IT EMPLOYEES: A SPECIAL REFERENCE TO TECHNO PARK IN THIRUVANANTHAPURAM, **KERALA**

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

Volume 12 Issue 9 September 2024, Pate of Publication: 17-September-2024

UGC Approved Journal Mo: 49023 (18) 2320-2882

PAPER ID: IJCRT2409355

Registration ID: 269208

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



EDITOR IN CHIEF

Bublication Certificate of



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

ANUPAMA JAYAN

In recognition of the publication of the paper entitled

JOB SATISFACTION AND JOB COMMITMENT OF IT EMPLOYEES: A SPECIAL REFERENCE TO TECHNO PARK IN THIRUVANANTHAPURAM, **KERALA**

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

Volume 12 Issue 9 September 2024, Pate of Publication: 17-September-2024

UGC Approved Journal 18, 49023 (18)

PAPER ID: IJCRT2409355

Registration ID: 269208

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



EDITOR IN CHIEF