

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

Ms. Gayatri Bute

In recognition of the publication of the paper entitled

**From New Joiners to Valued Insiders an OB Perspective on Induction
Programs in Private Banks**

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

Volume 13 Issue 4 April 2025 , Date of Publication: 10-April-2025

UGC Approved Journal No: 49023 (18)




EDITOR IN CHIEF

PAPER ID : IJCRT2504858

Registration ID : 281968

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

Dr. Mubina Saifee

In recognition of the publication of the paper entitled

**From New Joiners to Valued Insiders an OB Perspective on Induction
Programs in Private Banks**

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

Volume 13 Issue 4 April 2025 , Date of Publication: 10-April-2025

UGC Approved Journal No: 49023 (18)




EDITOR IN CHIEF

PAPER ID : IJCRT2504858

Registration ID : 281968

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