



# 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. Nitu Sharma**

In recognition of the publication of the paper entitled  
**Sustainable Talent Ecosystems in Fintech: A Conceptual Model of  
Employee Well-Being, Ethical Leadership, and Organizational Resilience  
during Funding Downturns**

Published In IJCRT ( [www.ijert.org](http://www.ijert.org) ) & 7.97 Impact Factor by Google Scholar

Volume 14 Issue 5 May 2026 , Date of Publication: 11-May-2026

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2605525

Registration ID : 308362

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](http://www.ijcrt.org) | Email id: [editor@ijcrt.org](mailto:editor@ijcrt.org) | ESTD: 2013



# 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

**Rikitha G**

In recognition of the publication of the paper entitled  
**Sustainable Talent Ecosystems in Fintech: A Conceptual Model of  
Employee Well-Being, Ethical Leadership, and Organizational Resilience  
during Funding Downturns**

Published In IJCRT ( [www.ijert.org](http://www.ijert.org) ) & 7.97 Impact Factor by Google Scholar

Volume 14 Issue 5 May 2026 , Date of Publication: 11-May-2026

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2605525

Registration ID : 308362

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](http://www.ijcrt.org) | Email id: [editor@ijcrt.org](mailto:editor@ijcrt.org) | ESTD: 2013