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## **CERTIFICATE**

THIS IS TO CERTIFY THAT

*Mr./Mrs./Ms. Akanksha Ritesh*

*contributed with the publication entitled*

**INNOVATIVE ATTRIBUTES OF EMPLOYEE RELATIONSHIP MANAGEMENT AND ITS IMPACT ON  
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*in Voice of Research, Volume 6, Issue 1*

*published on 24th June, 2017*

**Dr. Avdhesh Jha**

Chief-Editor



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