

International Journal of Scientific Research in Science and Technology

Print ISSN: 2395-6011 | Online ISSN: 2395-602X

[UGC Journal No : 64011]

Peer Reviewed and Refereed International Scientific Research Journal

Scientific Journal Impact Factor: 8.62

Certificate of Publication

Ref: IJSRST/Certificate/Volume 3/Issue 7/2153 26-Oct-2017

This is to certify that V. Sreecharan, Dr. Mohammed Mansoor have published a research paper entitled 'A Comparative Study of Performance Appraisal Practices in Select it Industies in Visakhapatnam - An Analytical Study' in the International Journal of Scientific Research in Science and Technology (IJSRST), Volume 3, Issue 7, September-October-2017.

This Paper can be downloaded from the following IJSRST website link

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