# Certificate of Publication

Print ISSN No : 2277-8160

This is to certify that

Mr./Mrs./Ms./Prof./Dr. **M S Khatumbra**

has contributed a paper as author/ Co-author to

**GLOBAL JOURNAL FOR RESEARCH ANALYSIS**

A Peer Reviewed, Referred, Refereed & Indexed International Journal

Title "**Best HR Practices in Any Organization Hierarchy**"

and has got published in volume **15**, Issue **03**, **March - 2026**

The Editor in Chief & The Editorial Board appreciate the Intellectual Contribution of the author/co-author

Executive Editor | Editor in Chief | Member, Editorial Board