

Aublication

of

Certificate

## **INTERNATIONAL JOURNAL OF RESEARCH AND ANALYTICAL REVIEWS (IJRAR) | IJRAR.ORG**

An International Open Access, Peer-reviewed, Refereed Journal E-ISSN: 2348-1269, P-ISSN: 2349-5138

The Board of

International Journal of Research and Analytical Reviews (IJRAR)

Is hereby awarding this certificate to

## Dr.Karibasamma N

In recognition of the publication of the paper entitled

## A CONCEPTUAL STUDY ON TRAINING AND DEVELOPMENT PROGRAMS AND REIMBURSEMENT

## TO EMPLOYEE AND ORGANIZATION

Published In IJRAR (www.ijrar.org) UEC Approved - Journal No: 43602 & 7.17 Impact Factor

Volume 8 Issue 1 February 2021, Date of Publication: 01-February-2021

PAPER ID : IJRAR1BXP007 Registration ID: 231382



R.B.Joshi

EDITOR IN CHIEF

UGC and ISSN Approved - Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.17 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool), Multidisciplinary, Monthly Journal INTERNATIONAL JOURNAL OF RESEARCH AND ANALYTICAL REVIEWS | IJRAR An International Scholarly, Open Access, Multi-disciplinary, Indexed Journal Website: www.ijrar.org | Email: editor@ijrar.org | ESTD: 2014

Manage By: IJPUBLICATION Website: www.ijrar.org | Email ID: editor@ijrar.org

 $\boldsymbol{\infty}$ m

m N

SS

S

1 0

N

-

SN

S 1

ш

R