



**INTERNATIONAL JOURNAL OF NOVEL RESEARCH
AND DEVELOPMENT (IJNRD) | IJNRD.ORG**
An International Open Access, Peer-reviewed, Refereed Journal
ISSN : 2456-4184

The Board of
International Journal of Novel Research and Development
Is hereby awarding this certificate to
Dr. Mohd Abdul Maroof

In recognition of the publication of the paper entitled
**Study of HR Practices for Contract Labours in the selected Manufacturing
industries of Maharashtra State, India**

Published In IJNRD (www.ijnrd.org) ISSN Approved & 8.76 Impact Factor



Published in Volume 8 Issue 1, January-2023 | Date of Publication: 2023-01-10

Co-Authors -

Registration ID : 185700

Paper ID - IJNRD2301071

Editor-In Chief

INTERNATIONAL JOURNAL OF NOVEL RESEARCH AND DEVELOPMENT | IJNRD

An International Scholarly, Open Access, Multi-disciplinary, Indexed Journal

Website: www.ijnrd.org | Email: editor@ijnrd.org | ESTD: 2016

An International Scholarly, Open Access, Multi-disciplinary, Monthly, Indexing in all Major Database & Metadata, Citation Generator

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

IJNRD | ISSN : 2456-4184

Certificate of Publication