



**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

Ayush Tinkhede

In recognition of the publication of the paper entitled
Talent Optimization and Career Development System

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

Published in Volume 8 Issue 6, June-2023 | Date of Publication: 2023-06-12

Co-Authors - Aparna Hambarde, Vikas
Argade, Yashashri Nimje, Pankaj Sinare



Registration ID : 198482

Paper ID - IJNRD2306200

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



**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
Aparna Hambarde

In recognition of the publication of the paper entitled
Talent Optimization and Career Development System

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

Published in Volume 8 Issue 6, June-2023 | Date of Publication: 2023-06-12

Co-Authors - Ayush Tinkhede, Vikas
Argade, Yashashri Nimje, Pankaj Sinare



Registration ID : 198482

Paper ID - IJNRD2306200

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



**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
Vikas Argade

In recognition of the publication of the paper entitled
Talent Optimization and Career Development System

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

Published in Volume 8 Issue 6, June-2023 | Date of Publication: 2023-06-12

Co-Authors - Ayush Tinkhede, Aparna
Hambarde, Yashashri Nimje, Pankaj Sinare



Registration ID : 198482

Paper ID - IJNRD2306200

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



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

Yashashri Nimje

In recognition of the publication of the paper entitled

Talent Optimization and Career Development System

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

Published in Volume 8 Issue 6, June-2023 | Date of Publication: 2023-06-12

Co-Authors - Ayush Tinkhede, Aparna
Hambarde, Vikas Argade, Pankaj Sinare



Registration ID : 198482

Paper ID - IJNRD2306200

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



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

Pankaj Sinare

In recognition of the publication of the paper entitled

Talent Optimization and Career Development System

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

Published in Volume 8 Issue 6, June-2023 | Date of Publication: 2023-06-12

Co-Authors - Ayush Tinkhede, Aparna
Hambarde, Vikas Argade, Yashashri Nimje



Registration ID : 198482

Paper ID - IJNRD2306200

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