



# 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

**Augustin Joseph**

In recognition of the publication of the paper entitled

**A Study on the Factors affecting Morale of College Faculty in Darjeeling**

**District**

Published In IJNRD ( [www.ijnrd.org](http://www.ijnrd.org) ) ISSN Approved & 8.76 Impact Factor

Published in Volume 8 Issue 6, June-2023 | Date of Publication: 2023-06-21

Co-Authors - Prof. Khem Chand Kapoor



Registration ID : 199843

Paper ID - IJNRD2306408

Editor-In Chief

**INTERNATIONAL JOURNAL OF NOVEL RESEARCH AND DEVELOPMENT | IJNRD**

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

**Website: [www.ijnrd.org](http://www.ijnrd.org) | Email: [editor@ijnrd.org](mailto: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](http://www.ijnrd.org) | Email ID: [editor@ijnrd.org](mailto: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  
**Prof. Khem Chand Kapoor**

In recognition of the publication of the paper entitled  
**A Study on the Factors affecting Morale of College Faculty in Darjeeling  
District**

Published In IJNRD ( [www.ijnrd.org](http://www.ijnrd.org) ) ISSN Approved & 8.76 Impact Factor



Published in Volume 8 Issue 6, June-2023 | Date of Publication: 2023-06-21

Co-Authors - Augustin Joseph

Registration ID : 199843

Paper ID - IJNRD2306408

Editor-In Chief

**INTERNATIONAL JOURNAL OF NOVEL RESEARCH AND DEVELOPMENT | IJNRD**

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

**Website: [www.ijnrd.org](http://www.ijnrd.org) | Email: [editor@ijnrd.org](mailto: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](http://www.ijnrd.org) | Email ID: [editor@ijnrd.org](mailto:editor@ijnrd.org)

IJNRD | ISSN : 2456-4184

Certificate of Publication