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*An International Open Access, Peer-reviewed, Refereed Journal*

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The Board of

International Journal of Novel Research and Development

Is hereby awarding this certificate to

**Ritu Tom**

In recognition of the publication of the paper entitled

**Impact of Individual Trauma on Organisational Work Culture and Employee  
Well-Being**

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

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Co-Authors - Prof. Ranjan Paul



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