

# INTERNATIONAL RESEARCH JOURNAL OF MANAGEMENT SCIENCE AND TECHNOLOGY

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THIS CERTIFIES THAT  
**DR. POONAM GUPTA**

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON  
**A STUDY OF GREEN HRM STRATEGIES & PRACTICES USED BY E- RETAIL COMPANIES IN  
INDIA**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN  
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Editor in Chief



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