



National Press Associates

---

# CERTIFICATE OF PUBLICATION

---

This is awarded to

**Santosh Datkhile**

For Publication of Paper Titled

## **INTEGRATING SPIRITUALITY FOR SUCCESS IN THE VUCA WORLD**

For National Research Journal Titled

**“National Research Journal of Human Resource Management”**

Volume-12, Issue No: 1, Year: 2025 (January-June)

ISSN: 2394-059X Impact Factor: 7.2



---

Book Publisher



Website:  
[www.npajournals.org](http://www.npajournals.org)