

## **CERTIFICATE OF PUBLICATION**

This is awarded to

## Dr.Ritu Garg Agrawal

For Publication of Paper Titled

## A STUDY ON FACTORS AFFECTING JOB SATISFACTION AND ITS EFFECT ON EMPLOYEE PERFORMANCE OF INDIAN RAILWAYS

For National Research Journal Titled "National Research Journal of Human Resource Management"

> Volume-10, Issue No: 1, Year: 2023 (January-June) ISSN: 2394-059X (Print) Impact Factor: 6.8





**Book Publisher**