



JNAN VIKAS MANDAL'S

Mohanlal Raichand Mehta College of Commerce
Diwali Maa College of Science
Amritlal Raichand Mehta College of Arts
Dr. R. T. Doshi College of Computer Science

(Kannada Linguistic Minority)

Plot No.9, Sector 19, Airoli, Navi Mumbai - 400 708.

Affiliated to University of Mumbai

NAAC Reaccredited Grade A+ (CGPA:3.31) (3rd Cycle)

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Ref. No.: JVM/ College/

Date: 06/04/2024

CERTIFICATE

This is to certify that Ms./Mr. Jesal Kashiram Bhataiya has worked and duly completed her/his Project work for the degree of **Bachelor of Management Studies** under the Faculty of Commerce & Management in the subject of Human Resource Management and her/his project is entitled "A Study on Promotion and Transfer" under my supervision. in Novartis Pvt. Ltd.

I further certify that the entire work has been done by the learner under my guidance and that no part of it has been submitted previously for any Degree or Diploma of any University.

It is her/his own work and facts reported by her/his personal findings and investigations.

Name and Signature
of Internal Guide

Yogita Sawant
Yogita Sawant

Name and Signature
of External Examiner

EXAMINED BY

06 APR 2024

Mrs. Yogita Sawant
BMS Coordinator

Dr. B. R. Deshpande

Dr. B. R. Deshpande
I/c, Principal



I/c. PRINCIPAL
JNAN VIKAS MANDAL'S
M.R. MEHTA COLLEGE OF COMMERCE
D.W. MEHTA COLLEGE OF SCIENCE
A.R. MEHTA COLLEGE OF ARTS
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