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

EXAMINED BY
0 6 APR 2024

Mrs. Yogita Sawant
BMS Coordinator

Name and Signature of External Examiner

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