



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

(Linguistic Minority - Kannada)

Minority No. - अशेंस-२०१५/प्र.क.४६/का-५ दि. १६-०३-२०१५
Plot No. 9, Sector 19, Airoli, Navi Mumbai - 400 708.

Tel. No.: (O) - 2087 7215/ 45

Affiliated to University of Mumbai

Permanently Unaided College

NAAC Re-Accredited Grade 'A' (CGPA - 3.33) (2nd Cycle)

Email: jvm_collegeairoli@yahoo.co.in

Website: www.jnanvikasmandal.com

Ref. No.: JVM/ College/

Date:

CERTIFICATE

This is to certify that Ms./Mr. Kishori Rajendra Ahimave has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "A Study on Quality of work life" under my supervision.

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.

EXAMINED BY
05 APR 2023
<i>Mehta</i>

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Name and Signature of
Guiding Teacher

Date of submission:



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CERTIFICATE

This is to certify that Ms./Mr. PRANAV LAXMAN CHAUDHARY has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCES MANAGEMENT" and her/his project is entitled, "PROJECT MANAGEMENT" under my supervision.

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.

EXAMINED BY
05 APR 2023
<i>[Signature]</i>

[Signature]

Name and Signature of
Guiding Teacher

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Date of submission:





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CERTIFICATE

This is to certify that Ms./Mr. SANDHYA MANOJ CHAVHAN has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "HR RECRUITMENT AT ARTN CONSULTANCY SERVICE." under my supervision.

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.

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CERTIFICATE

This is to certify that Ms./Mr. BHAVESH CHUNNIAL CHOUDHARY has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "PERFORMANCE APPRAISAL IN TATA MOTORS" under my supervision.

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CERTIFICATE

This is to certify that Ms./Mr. Jhaxna Tapas Das has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Recruitment and selection process of employee in Accenture" under my supervision.

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.

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05 APR 2023
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CERTIFICATE

This is to certify that Ms./Mr. Tanaya Navnath Dewade has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "A study on Labour Welfare" under my supervision.

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.

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05 APR 2023
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Guiding Teacher

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CERTIFICATE

This is to certify that Ms./Mr. Sonali Sudhir Gandhi has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "The impact of HR Outsourcing on various HR functions" under my supervision.

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.

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05 APR 2023
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Name and Signature of
Guiding Teacher

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CERTIFICATE

This is to certify that Ms./Mr. Dhanshree Noresh Ghavaye has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Job description and Job specialization of the managers" under my supervision.

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<i>[Signature]</i>

[Signature]

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This is to certify that Ms./Mr. SHUBHAN MOHAN GUNAGI has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCES MANAGEMENT" and her/his project is entitled, "HR POLICIES OF IT COMPANIES" under my supervision.

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11 APR 2023

Date of submission:

Name and Signature of
Guiding Teacher



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CERTIFICATE

This is to certify that Ms./Mr. Mitanshu Hankare has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Study of Performance Appraisal in public and private bank" under my supervision.

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05 APR 2023
<u>Hechiba</u>

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Name and Signature of
Guiding Teacher

Date of submission:



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CERTIFICATE

This is to certify that Ms./Mr. Ajay Dady Ingale has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource management" and her/his project is entitled, "Overview of Recruitment & Selection Process in IT industry." under my supervision.

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.

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EXAMINED BY
05 APR 2023
<i>[Signature]</i>

Name and Signature of Guiding Teacher

[Signature]

Date of submission.





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CERTIFICATE

This is to certify that Ms./Mr. Sagar Raju Jadhav has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Employee Engagement Strategies in information Technology Companies" under my supervision.

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.

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<i>[Signature]</i>

[Signature]
Name and Signature of
Guiding Teacher

Date of submission:



[Signature]



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CERTIFICATE

This is to certify that Ms./Mr. Bhumika Prakash Jamkhandi has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource management". and her/his project is entitled, "A Study On HR outsourcing" under my supervision.

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.

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EXAMINED BY
05 APR 2023
<i>Meetha</i>

Prave

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Guiding Teacher

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Date of submission:





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CERTIFICATE

This is to certify that Ms./Mr. Shivangi Pawankumar Jha has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Stress Management Among Employees" under my supervision.

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05 APR 2023
<i>[Signature]</i>

[Signature]
Name and Signature of
Guiding Teacher

Date of submission:



[Signature]



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CERTIFICATE

This is to certify that Ms./Mr. VAISHNAVI . SUNIL . JHA has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his-project is entitled, "EXPATRIATE MANAGEMENT" under my supervision.

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CERTIFICATE

This is to certify that Ms./Mr. SURAJ. MAHESH. KADAM has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "SYSTEMATIC INVESTMENT PLAN FOR EMPLOYEES" under my supervision.

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05 APR 2023
<i>[Signature]</i>

[Signature]
Name and Signature of
Guiding Teacher

Date of submission:



[Signature]



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CERTIFICATE

This is to certify that Ms./Mr. NIKITA BASANTLAL KANATIA has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "PERFORMANCE APPRAISAL OF EMPLOYEES IN INFOSYS" under my supervision.

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EXAMINED BY
05 APR 2023
<i>Nikita</i>

Prave

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Guiding Teacher

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Date of submission:





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This is to certify that Ms./Mr. Namrata Goutam Karmokar has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "HR Recruitment at Atrius Consultant" under my supervision.

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.

EXAMINED BY

05 APR 2023

Name and Signature of
Guiding Teacher

Shreya

Uchita

Uchita

Date of submission





JNAN VIKAS MANDAL'S
Mohanlal Raichand Mehta College of Commerce
Diwali Maa College of Science
Anrtilal Raichand Mehta College of Arts
Dr. R. T. Doshi College of Computer Science

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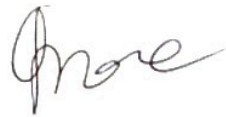
CERTIFICATE

This is to certify that Ms./Mr. Ketan Pravin Karmore has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource management" and her/his project is entitled, "Mergers in Indian banking and role of HR" under my supervision.

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.

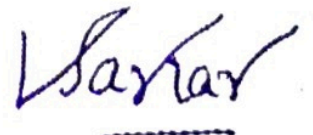
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11 APR 2023



Name and Signature of
Guiding Teacher

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CERTIFICATE

This is to certify that Ms./Mr. UNNATI. ULHAS. KARVIR has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "GRIEVANCE HANDLING" under my supervision.

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.

EXAMINED BY
05 APR 2023
<i>[Signature]</i>

[Signature]

Name and Signature of
Guiding Teacher

[Signature]

Date of submission:





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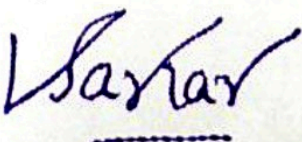
This is to certify that Ms./Mr. Kalim Salim Khan has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Recruitment and selection process in HDFC Bank" under my supervision.

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.

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71 APR 2023


Name and Signature of
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CERTIFICATE

This is to certify that Ms./Mr. SAKSHARATA MAHADEV KSHIRSAGAR has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "A STUDY ON EMPLOYEE MOTIVATION" under my supervision.

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.

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05 APR 2023

[Signature]

[Signature]

Name and Signature of Guiding Teacher

[Signature]

Date of submission:





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Name and Signature of
Guiding Teacher

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Date of submission:





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05 APR 2023

Meekha

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Name and Signature of
Guiding Teacher

Saxar

Date of submission:





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CERTIFICATE

This is to certify that Ms./Mr. Divya Pravin Kudav has worked and duly completed her/h/s Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/h/s project is entitled, "Analysis of satisfaction level of employees in Banking Sector" under my supervision.

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/h/s own work and facts reported by her/h/s personal findings and investigations.

EXAMINED BY
05 APR 2023
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Name and Signature of
Guiding Teacher

Waxar

Date of submission





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CERTIFICATE

This is to certify that Ms./~~Mr.~~ GIRIJA SAMBHAJI MOKAR has worked and duly completed her/~~his~~ Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/~~his~~ project is entitled, "A Study of Job Satisfaction of Employees at Infosys" under my supervision.

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.

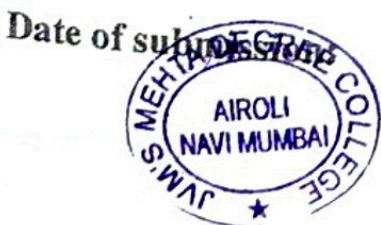
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05 APR 2023
<i>[Signature]</i>

[Signature]

Name and Signature of
Guiding Teacher

[Signature]





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CERTIFICATE

This is to certify that Ms./Mr. Manasi Vivek Mokashi has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "The Effect Of Students Emotional Intelligence On Academic Performance" under my supervision.

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.

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EXAMINED BY
05 APR 2023
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Proe
Name and Signature of
Guiding Teacher

Date of submission:



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Website: www.jnanvikasmandal.com

Ref. No.: JVM/ College/

Date:

CERTIFICATE

This is to certify that ~~Ms./Mr.~~ Aman Ajit More has worked and duly completed ~~her/his~~ Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and ~~her/his~~ project is entitled, "The Best HR Practices To Industries" under my supervision.

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.

EXAMINED BY

05 APR 2023

Mukherjee

[Signature]
Name and Signature of
Guiding Teacher

Date of submission:



[Signature]



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Website: www.jnanvikasmandal.com

Ref. No.: JVM/ College/

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CERTIFICATE

This is to certify that Ms./~~Mr.~~ MITALI VASUDEV MORE has worked and duly completed her/~~his~~ Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/~~his~~ project is entitled, "HUMAN RESOURCE MANAGEMENT IN BANKING SECTOR" under my supervision.

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.

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EXAMINED BY
05 APR 2023
<i>Mehta</i>

Proe

Name and Signature of
Guiding Teacher

Date of submission:



Wastar



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Website: www.jnanvikasmandal.com

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CERTIFICATE

This is to certify that Ms./Mr. Rohit. Ashok. More has worked and duly completed ~~her~~/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resources Management" and ~~her~~/his project is entitled, "Study on Human Resource Management" under my supervision.

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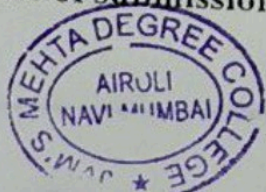
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05 APR 2023
<i>Meetha</i>

More

Name and Signature of
Guiding Teacher

Saxar

Date of submission:





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CERTIFICATE

This is to certify that Ms./~~Mr.~~ Sheha Nitin Nerurkar has worked and duly completed her/~~his~~ Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/~~his~~ project is entitled, "The Role Of Team Management In Tata Motors" under my supervision.

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EXAMINED BY

05 APR 2023

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Name and Signature of Guiding Teacher

W. S. Kar

Date of submission:





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CERTIFICATE

This is to certify that Ms. ~~Mr.~~ VAISHNAVI DADASO NIKAM has worked and duly completed her/~~his~~ Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/~~his~~ project is entitled, "Stress Management In banking Sector" under my supervision.

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<i>[Signature]</i>

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Name and Signature of
Guiding Teacher

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Website: www.jnanvikasmandal.com

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CERTIFICATE

This is to certify that Ms./Mr. Ashish Sudyanarayan Pandey has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource management" and her/his project is entitled, "Effects of stress on Employee During Covid-19" under my supervision.

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Riya
Name and Signature of
Guiding Teacher

Date of submission:



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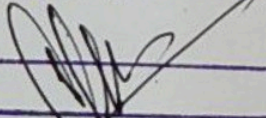
Date:

CERTIFICATE

This is to certify that Ms./Mr. MONTINA DHARMENDRA PARICHHA has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "A STUDY ON TRAINING AND DEVELOPMENT IN BPO INDUSTRIES" under my supervision.

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Riya
Name and Signature of
Guiding Teacher

Date of submission:

Saxar





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Email: jvm_collegeairoli@yahoo.co.in

Website: www.jnanvikasmandal.com

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CERTIFICATE

This is to certify that ~~Ms./Mr.~~ Ninad Santosh Pahl has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Performance management system in private and public sector" under my supervision.

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.

EXAMINED BY
05 APR 2023
<i>[Signature]</i>

Riya

Name and Signature of
Guiding Teacher

[Signature]

Date of submission:





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CERTIFICATE

This is to certify that Ms./Mr. Kirti Madansingh Rajpurohit has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Analysing the job satisfaction level of employees in the telecom sector" under my supervision.

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.

EXAMINED BY

05 APR 2023

[Signature]

Riya
Name and Signature of
Guiding Teacher

[Signature]

Date of submission:





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CERTIFICATE

This is to certify that Ms./Mr. Pallavi Subhash Raut has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Attrition In BPO Industry" under my supervision.

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.

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EXAMINED BY
05 APR 2023
<i>Meetha</i>

Riya
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Guiding Teacher

Date of submission:



Ushar



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CERTIFICATE

This is to certify that Ms./Mr. Aarti Vilas Sapkal has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Study on work life balance and organization policy in it" under my supervision. Sector

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.

EXAMINED BY
05 APR 2023
<u>Richha</u>

Rim

Name and Signature of
Guiding Teacher

Wakar

Date of submission:





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CERTIFICATE

This is to certify that Ms./~~Mr.~~ Mahek Manish Shah has worked and duly completed her/~~his~~ Project Work for the degree of Bachelor in Commerce (Management Studies) under the faculty of Commerce in the subject of "Human Resource Management" and her/~~his~~ project is entitled, "Team Building in America, Asia & Europe" under my supervision.

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.

EXAMINED BY

05 APR 2023

Mehta

Riya

Name and Signature of
Guiding Teacher

Sharma

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CERTIFICATE

This is to certify that Ms./Mr. Anuzadha Prabbunath Sharma has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "Promotion and Reward Methodology in ATOS Pvt Ltd." under my supervision.

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.

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05 APR 2023
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Riya
Name and Signature of
Guiding Teacher

Date of submission:



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CERTIFICATE

This is to certify that Ms./Mr. DIKSHA RAMESH SHARMA has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "Effective Communication: A Tool of Achieving Organizational Objectives" under my supervision.

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.

EXAMINED BY
05 APR 2023
<i>Reeha</i>

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Name and Signature of
Guiding Teacher

Saxar

Date of submission:





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CERTIFICATE

This is to certify that Ms./Mr. Nebo Radhesbyam Sharma has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource management" and her/his project is entitled, "A Comparative Study on employee relationship" under my supervision.

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.

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EXAMINED BY
05 APR 2023
<i>eeehita</i>

Riya
Name and Signature of
Guiding Teacher

Saxkar

Date of submission:





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CERTIFICATE

This is to certify that Ms./Mr. Shelar Prerana Umesh has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human resource management" and her/his project is entitled, "Recruitment and selection process in keltus solution". under my supervision.

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.

EXAMINED BY

05 APR 2023

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[Signature]

Name and Signature of
Guiding Teacher

[Signature]

Date of submission:





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Website: www.jnanvikasmandal.com

F. No.: JVM/ College/

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CERTIFICATE

This is to certify that Ms./Mr. SAHL PRAMOD SHETKAR has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "PERFORMANCE APPRAISAL BY EMPLOYEES IN BANKING SECTOR" under my supervision.

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.

EXAMINED BY
05 APR 2023
<i>Seehita</i>

Pradya

Name and Signature of Guiding Teacher

Pradya

Date of submission:





JNAN VIKAS MANDAL'S

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Website: www.jnanvikasmandal.com

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CERTIFICATE

This is to certify that Ms./~~Mr.~~ Nikita Mahendra Shirsath has worked and duly completed her/~~his~~ Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/~~his~~ project is entitled, "The Effects of employee welfare measures on the Performance of employee." under my supervision.

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.

EXAMINED BY
05 ADD 2023
<i>Nikita</i>

Name and Signature of
Guiding Teacher

Date of submission:





JNAN VIKAS MANDAL'S
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CERTIFICATE

This is to certify that Ms./Mr. RIYA SANTOSH SHUKLA has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE MANAGEMENT" and her/his project is entitled, "TO ANALYSIS THE SIGNIFICANCE OF VARIOUS AREAS OF HUMAN RESOURCES MANAGEMENT" under my supervision.

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.

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05 APR 2023

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Guiding Teacher

Date of submission





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Website: www.jnanvikasmandal.com

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CERTIFICATE

This is to certify that Ms./Mr. SUJATA SANTOSH RATHOD has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN resource management" and her/his project is entitled, "A study on process of recruitment & selection in" under my supervision. HUMAN resource management

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.

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Name and Signature of
Guiding Teacher

Date of submission:



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CERTIFICATE

This is to certify that Ms./Mr. Pranjal Rajesh Surve has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource management" and her/his project is entitled, "Analysis of customer Relationship Management in private sector Bank" under my supervision.

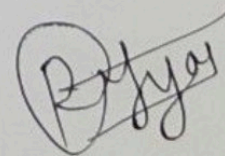
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EXAMINED BY

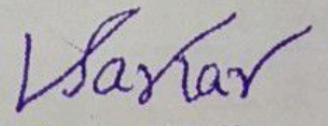
11 APR 2023

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Date of signing







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CERTIFICATE

This is to certify that Ms./Mr. Ruta Vihendra Thakur has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "A study on recruitment & selection of Employees in TCS" under my supervision.

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.

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EXAMINED BY
05 APR 2023
<i>[Signature]</i>

[Signature]

Name and Signature of
Guiding Teacher

[Signature]

Date of submission:





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Website: www.jnanvikasmandal.com

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CERTIFICATE

This is to certify that Ms./Mr. Anchal Shivkumar Vishwakarma has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "Human Resource Management" and her/his project is entitled, "A study on human resource management in global market" under my supervision.

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.

EXAMINED BY

11 APR 2023

Name and Signature of Guiding Teacher

Date of submission:





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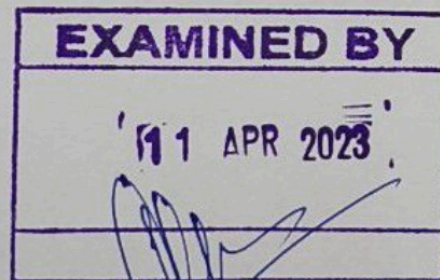
Date

CERTIFICATE

This is to certify that Ms./Mr. PRASANNA RAMESH WAGHMARE has worked and duly completed her/his Project Work for the degree of **Bachelor in Commerce (Management Studies)** under the faculty of Commerce in the subject of "HUMAN RESOURCE" and her/his project is entitled, "HUMAN RESOURCE PRACTICES IN HOTEL INDUSTRY" under my supervision.

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
Guiding Teacher

Date of submission:



Waghar