



# INTERNATIONAL RESEARCH JOURNAL OF COMMERCE, ARTS AND SCIENCE

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THIS CERTIFIES THAT

**DR B K TRIPATHI**

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON

**A STUDY OF FACTORS AFFECTING EMPLOYEE TURNOVER AND ITS INFLUENCE ON  
ORGANIZATIONAL EFFICIENCY IN IT SECTOR**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN

Vol – 13 , Issue – 5 May , 2022



Editor in Chief





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