

## Certificate of Publication



## J. VIJAYA SHANTHI

for authoring and publishing the research paper titled:
IMPACT OF HYBRID WORK ARRANGEMENT IN ITES IN CHENNAI CITY
In

## **Purva Mimaansa:**

## **A Multi-Disciplinary Bi-Annual Research Journal**

(Refereed/Peer Reviewed)

Impact Factor:- 5.504, ISSN: 0976-0237

Vol-15, September 2024

Dr. Balesh Kumar Executive Editor Dr. Satinder Verma Editor-in-Chief