

INTERNATIONAL RESEARCH JOURNAL OF MANAGEMENT SOCIOLOGY & HUMANITIES

An Internationally Indexed Peer Reviewed & Refereed Journal



UGC ID - 48312

Impact Factor* : 7.8012

Ref:IRJMSH/2025/A1024162

DOI : [HTTPS://DOI.ORG/10.32804/IRJMSH](https://doi.org/10.32804/IRJMSH)

ISSN 2277 – 9809 (0) 2348 - 9359 (P)

THIS CERTIFIES THAT
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HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON
**INFLUENCE OF WORK-LIFE BALANCE POLICIES ON FACULTY RETENTION IN COLLEGES/
UNIVERSITIES IN GUJARAT**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN
Vol – 16 , Issue – 2 Feb , 2025



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