

INTERNATIONAL RESEARCH JOURNAL OF MANAGEMENT SOCIOLOGY & HUMANITIES

An Internationally Indexed Peer Reviewed & Refereed Journal



UGC ID - 48312

Impact Factor* : 6.8416

Ref:IRJMSH/2019/A107526

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

ISSN 2277 – 9809 (0) 2348 - 9359 (P)

THIS CERTIFIES THAT

MR. S.M. SIVASHANKER

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON

**AN EMPIRICAL STUDY ON FACTORS INFLUENCING EMPLOYEES' ENGAGEMENT AND
ORGANIZATIONAL PERFORMANCE IN ITES SECTORS**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN

Vol – 10 , Issue – 1 Jan , 2019



Editor in Chief

www.IRJMSH.com



Computer Science Directory



INTERNATIONAL RESEARCH JOURNAL OF MANAGEMENT SOCIOLOGY & HUMANITIES

An Internationally Indexed Peer Reviewed & Refereed Journal



UGC ID - 48312

Impact Factor* : 6.8416

Ref:IRJMSH/2019/A107526

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

ISSN 2277 – 9809 (0) 2348 - 9359 (P)

THIS CERTIFIES THAT

DR. R.GAYATRI

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON
**AN EMPIRICAL STUDY ON FACTORS INFLUENCING EMPLOYEES' ENGAGEMENT AND
ORGANIZATIONAL PERFORMANCE IN ITES SECTORS**

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN

Vol – 10 , Issue – 1 Jan , 2019



Editor in Chief

www.IRJMSH.com



Computer Science Directory

