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THIS CERTIFIES THAT

DR. SHAILENDRA SINGH CHARAN

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON

EXPLORING STRATEGIES FOR STARTUPS TO WIN AND RETAIN CUSTOMERS AND MANAGE TALENTS: AN EMPIRICAL STUDY

APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN Vol - 12, Issue - 1 Jan, 2021



**Editor in Chief** 



















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DR. SAROJ LAKHAWAT

HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON

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