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This certifies that the research paper entitled “**Importance of Performance Appraisal Process by the Employer for the Employee for Healthy Work Environment**” authored by “**Ar. Eeshan Vairagkar**” was reviewed by experts in this research area and accepted by the board of “Quest Journals Publication” which has published in “**Quest Journal of Research in Business and Management**”, ISSN (Online): 2347-3002, Volume-10, Issue-7, Series-2, Page No.: 154-160, July-2022.

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