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This certifies that the research paper entitled **“Narrowing Talent Gap: An Analysis on Effectiveness of Internal Talent Development Strategies in Small Enterprises.”** authored by **“Kavitha S R”** 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-11, Issue-3, Page No.: 177-180, [2023].

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