



Certificate of Publication

This certifies that the research paper entitled "**Ethical Issues in HRM – Balancing Organizational Goals with Employee Rights**" authored by "**Hina Chauhan**" 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 Humanities and Social Science**", ISSN (Online): 2321-9467, Volume-13, Issue-3, Page No. 116-121, [2025].

Article is available online at <http://www.questjournals.org/jrhss/archive.html>

Impact Factor of the Journal is : 6.14 Journal is Peer Reviewed Refereed Journal.

You may contact to Journal for any query at quest@editormails.com



Managing Editor

Quest Journals Inc.

Mail id: quest@editormails.com

Website: www.questjournals.org



Certificate of Publication

This certifies that the research paper entitled "**Ethical Issues in HRM – Balancing Organizational Goals with Employee Rights**" authored by "**Dr. Neha Dubey**" 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 Humanities and Social Science**", ISSN (Online): 2321-9467, Volume-13, Issue-3, Page No. 116-121, [2025].

Article is available online at <http://www.questjournals.org/jrhss/archive.html>

Impact Factor of the Journal is : 6.14 Journal is Peer Reviewed Refereed Journal.

You may contact to Journal for any query at quest@editormails.com



Managing Editor

Quest Journals Inc.

Mail id: quest@editormails.com

Website: www.questjournals.org