



# *Certificate of Publication*



This is to confirm that

**Dr. Indranil Debgupta**

Published following article

**Gender Diversity in Management and Organizational  
Performance: Evidence from Organizational Governance  
and Strategic Decision-Making**

Volume 8, Issue 3 pp: 95-105

[www.ijaem.net](http://www.ijaem.net)

**A Peer Reviewed Journal**

**International journal of Advances in Engineering  
and Management (IJAEM)**

**ISSN: 2395-5252**

**Publication Head**