

## Certificate of Publication



This is to confirm that

Baburaj V Nair

Published following article

Re-designing Performance Management Process: An innovative process change for enhancing performance

www.ijaem.net

Volume 2, Issue 3, pp: 683-689

International journal of Advances in Engineering and Management (IJAEM)

ISSN: 2395-5252

\_\_\_\_\_

**Publication Head**