



Certificate of Publication



This is to confirm that
Dr. Prabhat Kumar Pani
Published following article

**The Mechanism for Implementation of Effective Human Resource
Management Practices in Higher Education Institutions**

Volume 4, Issue 11, pp: 54-63

www.ijaem.net

A Peer Reviewed Journal

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

ISSN: 2395-5252

Publication Head