

## Certificate of Publication



This is to confirm that Shounak Das & Rohan Prasad Gupta

Published following article

The Role of HRM System in Ensuring Social Licenses for the

Businesses: A Conceptual Based Comparative Case Study on Selected

**Businesses** 

Volume 2, Issue 1, pp: 262-270

International journal of Advances in Engineering and Management (IJAEM)

ISSN: 2395-5252

**Publication Head**