



ISSN No. : 2321-9653

IJRASET

**International Journal for Research in Applied
Science & Engineering Technology**

IJRASET is indexed with Crossref for DOI-DOI : 10.22214

Website : www.ijraset.com, E-mail : ijraset@gmail.com

Certificate

*It is here by certified that the paper ID : IJRASET3692, entitled
Study on factors affecting Job Satisfaction, Loyalty, and Commitment
among managerial staff with reference to e-Publishing organisations in
ITES / BPM industry*

by

Vivek Viswanathan

*after review is found suitable and has been published in
Volume 3, Issue XII, December 2015
in*

*International Journal for Research in Applied Science &
Engineering Technology*

Good luck for your future endeavors

By

Editor in Chief, IJRASET



ISRA Journal Impact
Factor: 7.429



45.98
INDEX COPERNICUS



THOMSON REUTERS
Researcher ID: N-9681-2016



TOGETHER WE REACH THE GOAL
SJIF 7.429



ISSN No. : 2321-9653

IJRASET

**International Journal for Research in Applied
Science & Engineering Technology**

IJRASET is indexed with Crossref for DOI-DOI : 10.22214

Website : www.ijraset.com, E-mail : ijraset@gmail.com

Certificate

*It is here by certified that the paper ID : IJRASET3692, entitled
Study on factors affecting Job Satisfaction, Loyalty, and Commitment
among managerial staff with reference to e-Publishing organisations in
ITES / BPM industry*

by

Komal Chopra

*after review is found suitable and has been published in
Volume 3, Issue XII, December 2015
in*

*International Journal for Research in Applied Science &
Engineering Technology*

Good luck for your future endeavors

By [Signature]

Editor in Chief, IJRASET



ISRA Journal Impact
Factor: 7.429



45.98
INDEX COPERNICUS



THOMSON REUTERS
Researcher ID: N-9681-2016



TOGETHER WE REACH THE GOAL
SJIF 7.429