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*It is here by certified that the paper ID : IJRASET64431, entitled*

*An Analysis of Critical Processes and Employee Challenges at Velmurugan Heavy  
Engineering Industries (VHEI) Private Limited, Thanjavur*

*by*

*S. Saravanan*

*after review is found suitable and has been published in  
Volume 12, Issue X, October 2024  
in*

*International Journal for Research in Applied Science &  
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*(International Peer Reviewed and Refereed Journal)*

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