



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 : IJRASET59265, entitled
The Impact of Flexible Work Arrangements on Job Satisfaction*

*by
Harini Rajaram*

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

*International Journal for Research in Applied Science &
Engineering Technology
(International Peer Reviewed and Refereed Journal)
Good luck for your future endeavors*

By [Signature]

Editor in Chief, iJRASET

 ISRA

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 : IJRASET59265, entitled
The Impact of Flexible Work Arrangements on Job Satisfaction*

by

Abhishek Mohan Jha

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

*International Journal for Research in Applied Science &
Engineering Technology
(International Peer Reviewed and Refereed Journal)
Good luck for your future endeavors*

By [Signature]

Editor in Chief, iJRASET

 ISRA

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