



INTERNATIONAL JOURNAL OF ENGINEERING RESEARCH AND DEVELOPMENT

e-ISSN: 2278-067X p-ISSN: 2278-800X

CERTIFICATE

It is certify that the paper entitled by "**Career Progression: A Panacea to Organizational Sustainability**" has been published in **International Journal of Engineering Research and Development (IJERD)**.

Your article has been published with following details:

Author's Name: Osarenmwinda, Smart
Journal Name: International Journal of Engineering Research and Development (IJERD)
Journal URL: www.ijerd.com
Journal Type: Online & Offline
Publication Year: 2024
Publication Month: November
Vol No. : 20
Issue No. : 11



Editor-In-Chief
International Journal of Engineering Research and Development (IJERD)
ISSN(Online) : 2278-067X, ISSN(Print) : 2278-800X
E-mail ID: ijerd@editormails.com
URL: www.ijerd.com



INTERNATIONAL JOURNAL OF ENGINEERING RESEARCH AND DEVELOPMENT

e-ISSN: 2278-067X p-ISSN: 2278-800X

CERTIFICATE

It is certify that the paper entitled by “**Career Progression: A Panacea to Organizational Sustainability**” has been published in **International Journal of Engineering Research and Development (IJERD)**.

Your article has been published with following details:

Author's Name: Nosakhare Francis UGIAGBE
Journal Name: International Journal of Engineering Research and Development (IJERD)
Journal URL: www.ijerd.com
Journal Type: Online & Offline
Publication Year: 2024
Publication Month: November
Vol No. : 20
Issue No. : 11



Editor-In-Chief
International Journal of Engineering Research and Development (IJERD)
ISSN(Online) : 2278-067X, ISSN(Print) : 2278-800X
E-mail ID: ijerd@editormails.com
URL: www.ijerd.com



INTERNATIONAL JOURNAL OF ENGINEERING RESEARCH AND DEVELOPMENT

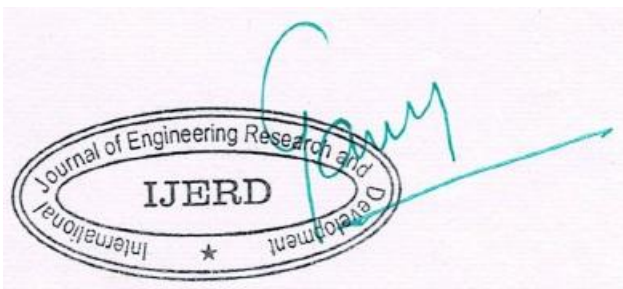
e-ISSN: 2278-067X p-ISSN: 2278-800X

CERTIFICATE

It is certify that the paper entitled by "**Career Progression: A Panacea to Organizational Sustainability**" has been published in **International Journal of Engineering Research and Development (IJERD)**.

Your article has been published with following details:

Author's Name: Prince Godswill Akhimien
Journal Name: International Journal of Engineering Research and Development (IJERD)
Journal URL: www.ijerd.com
Journal Type: Online & Offline
Publication Year: 2024
Publication Month: November
Vol No. : 20
Issue No. : 11



Editor-In-Chief
International Journal of Engineering Research and Development (IJERD)
ISSN(Online) : 2278-067X, ISSN(Print) : 2278-800X
E-mail ID: ijerd@editormails.com
URL: www.ijerd.com