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*It is here by certified that the paper ID : IJRASET65034, entitled*

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and Their Impact on Employee Performance, Satisfaction, and Productivity: Unraveling the  
Connection Between These Paradigms and Employee Contentment, Motivation, and Growth*

*by*

*Joel Bulus Haruna*

*after review is found suitable and has been published in*

*Volume 12, Issue XI, November 2024*

*in*

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