



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 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 Journal Impact
Factor: 7.429



45.98
INDEX COPERNICUS



THOMSON REUTERS
Researcher ID: N-9681-2016



TOGETHER WE REACH THE GOAL
SJIF 7.429