

Acceptance Letter

To,
Chitta Ranjan Mohapatra,

We are pleased to inform you that the research paper / article titled "**INTEGRATING ENVIRONMENTAL AND SOCIAL SUSTAINABILITY IN HRM—A STUDY IN ODISHA'S IT SECTOR**" submitted by you, has been selected for publication in Volume 2 Issue 3 dated 3rd June 2025, in **Airo International Journal**.

We wish you a bright research and academic prospects ahead.



Anushka Mishra
Authorized Signatory
Editorial, Airo Journals

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