

CERTIFICATE OF PARTICIPATION



PROUDLY PRESENTED TO

BIGYAN MANIA

Research Scholar

**For Attending & Giving Presentation for the Paper Entitled
Developing performance management and evaluation systems suitable for hybrid work
environments**

In International Conference

**"Exploring Innovative Research Methodologies in a Variety of Multidisciplinary Fields and
Their Prospective Future Impact"**

**Jointly Organized by Department of Mechanical Engineering,
Managalayatan University Aligarh & AIRO Journals ,
on 25th & 26th Feb 2024**



CONVENER
Prof (Dr.) Kishan Pal Singh
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