

Impact Factor* : 5.1026

DOI : [HTTPS://DOI.ORG/10.32804/IRJMSI](https://doi.org/10.32804/IRJMSI)

Ref:IRJMSI/2021/A1013347

ISSN 2582-5445 (O)

THIS CERTIFIES THAT
SHEELWANT
HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON
REASONS AND CAUSES OF RESISTANCE TO CHANGE AND COUNTER TECHNIQUES
APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN
Vol – 8 , Issue – 3 Sep , 2021



www.IRJMSI.com

A handwritten signature in blue ink, likely belonging to the Editor in Chief.

Editor in Chief

Impact Factor* : 5.1026

DOI : [HTTPS://DOI.ORG/10.32804/IRJMSI](https://doi.org/10.32804/IRJMSI)

Ref:IRJMSI/2021/A1013347

ISSN 2582-5445 (O)

THIS CERTIFIES THAT
DR. GULAB SINGH PARMAR
HAS/HAVE WRITTEN AN ARTICLE / RESEARCH PAPER ON
REASONS AND CAUSES OF RESISTANCE TO CHANGE AND COUNTER TECHNIQUES
APPROVED BY THE REVIEW COMMITTEE, AND IS THEREFORE PUBLISHED IN
Vol – 8 , Issue – 3 Sep , 2021



www.IRJMSI.com

A handwritten signature in blue ink, likely belonging to the Editor in Chief.

Editor in Chief