



Certificate

of Contribution Awarded to

Prashant Pramod Bhat & Dr. Bagul Dhananjay Bhaskarrao

Has successfully contributed and published a paper

**WAGES AND WORKPLACE HARMONY: ANALYZING THE
ASSOCIATION BETWEEN WAGE LEVELS AND INDUSTRIAL
RELATIONS QUALITY IN UNIONIZED MANUFACTURING FIRMS**

In International Double Blind Reviewed, Refereed & Indexed Journal

**Scholarly Research Journal for
Interdisciplinary Studies**

ISSN (E) 2278-8808, ISSN (P) 2319-4766 SJIF 2024:8.153

JAN-FEB, 2024 VOLUME 12, ISSUE 81, RELEASED ON 01/03/2024

Certificate No. *SRJIS/52/52/2024*
https://www.srjis.com/issues_data/227



A handwritten signature in black ink, appearing to read "Dr. Yashpal D. Netragaonkar".

Dr. Yashpal D. Netragaonkar
Editor in Chief for SR Journals