



# University of Mumbai

DEPARTMENT OF COMMERCE

## *Paper Presentation Certificate*

This is to certify that

Dr. / Mr. / Mrs. / ~~Ms.~~ Arava Deshpande, Associate Professor,  
of Akesh Dinesh Mody Institute, University of Mumbai

has attended and participated in the International Commerce and Management Conference on "Global Business Finance and Leadership; Challenges and Opportunities" organised by the University Department of Commerce, University of Mumbai on Monday, 19<sup>th</sup> and Tuesday, 20<sup>th</sup> January, 2015 at Kaviyaya Kusumagraj, Marathi Bhasha and Sahitya Bhavan, University of Mumbai, Vidyanageri Campus, Kalina, Santacruz (East), Mumbai - 400098.

He / She has presented paper titled "Employee Perceptions on Workforce Diversity".



*Dr. Vivek Deolankar*

**Dr. Vivek Deolankar**

**Director of the Conference**

Professor and Head, University Department of Commerce,  
Ex-Dean, Faculty of Commerce,  
University of Mumbai.

January 20, 2015  
Mumbai