



Uttari Bharat Sabha's

RAMANAND ARYA D.A.V. COLLEGE

Veer Savarkar Marg, Station Road, Bhandup (East), Mumbai - 400 042.

(NAAC Accredited)

Certificate

This is to certify that Prof./ Dr. / Ms./Mr. *Aruna Deshpande* of *University of Mumbai's ADMM* has participated in the one day International Conference on "*Skill Development: The Key to Economic Prosperity*" organised by *Ramanand Arya D.A.V. College, Mumbai*, on *7th March, 2015* & presented a research paper entitled *HR Techniques for Employee Retention*

Prin. Dr. Ajay M. Bhamare
Conference Secretary