

**Certificate of Publication**  
**International Journal of Humanities Social  
Science and Management**



This is to certify that  
**Dr. V Kaarthikheyam, M Gowtham**  
Published following article  
**A Study on Talent Retention and Turnover Management**  
Volume 4, Issue 4, pp: 146-152  
[www.ijhssm.org](http://www.ijhssm.org)

A handwritten signature in black ink on a light gray background. The signature appears to be 'Prachi' with a stylized flourish.

Publication Head

IJHSSM is peer reviewed International Refereed Journal.