

**e-Certificate**

## **International Journal for Research in Management and Pharmacy (IJRMP)**

Dear Author/Research Scholar,

Anushka Rawat

This is to certify that your Research Paper/Article titled

**“Strategic Human Resource Planning for Scaling Clinical Trial Operations in  
Emerging Markets”**

has been published after **peer-reviewed** and editorial process in our **Online** issue of IJRM  
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Our best Wishes for your future.

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