



National Press Associates

---

# CERTIFICATE OF PUBLICATION

---

This is awarded to

**Shivani Raina**

For Publication of Paper Titled

**EVALUATING THE ROLE OF UPSKILLING AND RESKILLING  
PROGRAMS IN REDUCING THE DIGITAL SKILL GAP IN INDIAN IT  
COMPANIES**

For National Research Journal Titled

**“National Research Journal of Sales and Marketing Management”**

Peer Reviewed Refereed Research Journal  
Volume-12, Issue No: 2, Year: 2025 (July-December)

ISSN: 2349-512X      Impact Factor: 6.95

**Special Issue:** Investigating the role of sustainability in Business Strategy, Decision-Making and Operation



---

Publisher



Website:

[www.npajournals.org](http://www.npajournals.org)



National Press Associates

---

# CERTIFICATE OF PUBLICATION

---

This is awarded to

**Payal Sharma Upadhyay**

For Publication of Paper Titled

**EVALUATING THE ROLE OF UPSKILLING AND RESKILLING  
PROGRAMS IN REDUCING THE DIGITAL SKILL GAP IN INDIAN IT  
COMPANIES**

For National Research Journal Titled

**“National Research Journal of Sales and Marketing Management”**

Peer Reviewed Refereed Research Journal

Volume-12, Issue No: 2, Year: 2025 (July-December)

ISSN: 2349-512X

Impact Factor: 6.95

**Special Issue:** Investigating the role of sustainability in Business Strategy, Decision-Making and Operation



---

Publisher



Website:

[www.npajournals.org](http://www.npajournals.org)