



Certificate of Publication

This certifies that the research paper entitled **“A Study on the Effect of Employees' Participation in Decision Making On Organizational Performance with Special Reference To Kodai Chocolate Factory, Kodaikanal”** authored by **“MARY JENIFER A”** was reviewed by experts in this research area and accepted by the board of “Quest Journals Publication” which has published in **“Quest Journal of Research in Business and Management”**, ISSN (Online): 2347-3002, Volume-12, Issue-6, Page No.: 98-104, [2024].

Article is available online at <http://www.questjournals.org/jrbm/archive.html>

Impact Factor of the Journal is : 5.89 Journal is Peer Reviewed Refereed Journal.

You may contact to Journal for any query at quest@editormails.com



Managing Editor

Quest Journals Inc.

Mail id: quest@editormails.com

Website: www.questjournals.org