

24.03.2020

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Anjaly Anirudhan (4AL18MBA08)**, student of **"Alva's Institute of Engineering and Technology"** has successfully completed her project on **"A study on employee retention and it's impact on organizational effectiveness with special reference to Aizar Pipes and Fittings, Aluva"** as part of her fourth semester MBA course starting from 01st January 2020 to 15th February 2020.

During the period she was found highly responsible, dedicated and sincere.

We wish her all success in her career ahead.

Yours Truly,
For Vajra Plastics



Rathish Kumar.P.R
HR Manager

