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This is to certify that the research article titled: "**MENTOR EFFECTIVENESS IN HIGHER EDUCATIONAL INSTITUTIONS: ANALYZING THE INTERPLAY OF STRESS, INSTITUTIONAL CLIMATE, AND DEMOGRAPHIC VARIABLES**"

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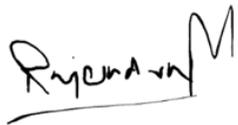
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