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This is to certify that the research article titled: "**ORGANISATIONAL CHANGE MANAGEMENT: INTEGRATION OF STRATEGIC PLANNING, LEADERSHIP AND EMPLOYEE INVOLVEMENT FOR LONG-TERM IMPACT FOCUS ON EMPLOYEE INVOLVEMENT FOR LONG-TERM IMPACT**"

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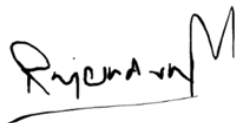
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