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This is to certify that the research article titled: **"THE IMPACT OF FINANCIAL AND NON-FINANCIAL INCENTIVES ON EMPLOYEE MOTIVATION AND PERFORMANCE: EVIDENCE FROM THE CORPORATE SECTOR IN KARNATAKA, INDIA"**

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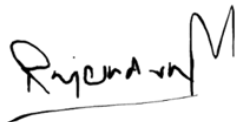
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