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This is to certify that the research article titled: **"THE IMPACT OF SKILL GAP ANALYSIS ON TALENT MANAGEMENT IN SMALL AND MEDIUM-SIZED IT COMPANIES IN TAMIL NADU"**

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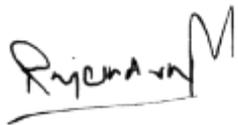
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