

# **International Journal of Research in Commerce and Management Studies**

**ISSN 2582-2292**

[www.ijrcms.com](http://www.ijrcms.com)

## **CERTIFICATE OF PUBLICATION**

This is to certify that the research article titled: **"IMPACT OF EMPLOYER BRANDING ON TALENT MANAGEMENT EFFECTIVENESS IN THE MASS MEDIA SECTOR"**

Authored by: **B. SUKANYA and V. SIVAKUMAR**

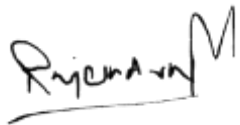
has been successfully published in the **International Journal of Research in Commerce and Management Studies (IJRCMS) (ISSN: 2582-2292)**, a peer-reviewed journal.

**Published in:** Vol. 8, No. 01 (Jan-Feb 2026)

This certificate is awarded in recognition of the authors' valuable contribution to the field of research and knowledge dissemination.

**Date of Issue:** 25-02-2026

Signed By:



Editor-in-chief

IJRCMS

IJRCMS is referred online journal published under ISSN 2582-2292

\* This publication letter is electronically generated and signed