



GLOBAL JOURNAL OF INNOVATIVE RESEARCH PERSPECTIVES

CERTIFICATE OF PUBLICATION

This certificate is honored to be presented to

Dr. Jaspreet Khurana

for successful publication of paper titled:

**Data-Driven Decision-Making in HR: Leveraging Oracle HCM
Cloud for Process Automation**

Published in:

GJIRP, Vol. 1, No. 2, Apr- Jun 2025

Date: 04-Apr-2026



Munish

Dr. Munish Kumar
Editor-in-Chief
GJIRP