



Global Journal of Innovative Research Perspectives (GJIRP)

(Peer Reviewed, Open Access Academic Journal)

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Date: 01 July 2025

To,
Dr. Sandeep Kumar

Subject: Confirmation of Research Paper Publication

Dear Dr. Sandeep Kumar,

We are pleased to confirm that your research paper titled “Enhancing Collaborative Work Environments with Oracle HCM Cloud: Review of Cross-Functional Leadership Techniques” has been successfully published in the Global Journal of Innovative Research Perspectives (GJIRP), Volume 01, No. 03, Jul-Sep 2025.

Your paper is now available online at:

<https://gjirp.org/index.php/gjirp/article/view/22/43>

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The editorial board extends its sincere appreciation for your valuable contribution to our journal. Your research work demonstrates a high standard of academic excellence and adds significant value to the journal.

We congratulate you on this achievement and look forward to your continued association with GJIRP in future publications.

With best regards,

Dr. Munish Kumar

Editor-in-Chief

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