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Date: 02 July 2026

To,

Dr Gopinath Puppala

Subject: Confirmation of Research Paper Publication

Dear Dr Gopinath Puppala,

We are pleased to confirm that your research paper titled “**Optimizing Succession Planning and Talent Development with Oracle HCM Cloud**” has been successfully published in the Global Journal of Innovative Research Perspectives (GJIRP), **Volume 02, No. 03, Jul-Sep 2026, ISSN: 3143-1089.**

Your paper is now available online at:

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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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