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Their valuable guidance, encouragement, and support helped me complete this project successfully.

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 ACKNOWLEDGEMENT I would like to express my sincere gratitude to my project guide, faculty members, and the management of the organization for providing me with the opportunity to conduct this study on HR Practices in IT & ITES Organizations with Special Reference to Unavailability of Skilled Employees. Their valuable guidance, encouragement, and support helped me complete this project successfully.

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