



ISSN -P-2455-0515
E-2394-8450

*Multidisciplinary Scholarly Research Association, India
Aarhat Journals and Aarhat Publications*

ERJ

Educreator Research Journal
Multidisciplinary Peer Reviewed Refereed Journal

CERTIFICATE OF PUBLICATION

*This is to certify that, Mr./Ms./Mrs./Dr.
Sangeetha K.*

has contributed a paper as author/co-author to Educreator Research Journal (ERJ),

ISSN P-2455-0515 E-2394-8450, Volume–XI, Issues–II, March – April, 2024, Impact Factor: 8.182

**LEADERSHIP IN START-UPS AND SME'S:
CHALLENGES, OPPORTUNITIES AND STRATEGIES**

The Editor in chief and The Editorial Board appreciate the Intellectual Contribution of the author/co-author.

Pramila Thokale
(Managing Editor)



ISSN -P-2455-0515
E-2394-8450

*Multidisciplinary Scholarly Research Association, India
Aarhat Journals and Aarhat Publications*

ERJ

Educreator Research Journal
Multidisciplinary Peer Reviewed Refereed Journal

CERTIFICATE OF PUBLICATION

This is to certify that, Mr./Ms./Mrs./Dr.

Tarunya M.

has contributed a paper as author/ co-author to Educreator Research Journal (ERJ),

ISSN P-2455-0515 E-2394-8450, Volume–XI, Issues–II, March – April, 2024, Impact Factor: 8.182

LEADERSHIP IN START-UPS AND SME'S:

CHALLENGES, OPPORTUNITIES AND STRATEGIES

The Editor in chief and The Editorial Board appreciate the Intellectual Contribution of the author/ co-author.

Pramila Thokale
(Managing Editor)



ISSN -P-2455-0515
E-2394-8450

*Multidisciplinary Scholarly Research Association, India
Aarhat Journals and Aarhat Publications*

ERJ

Educreator Research Journal
Multidisciplinary Peer Reviewed Refereed Journal

CERTIFICATE OF PUBLICATION

This is to certify that, Mr./Ms./Mrs./Dr.

Dr. S. D. Uma Mageswari

has contributed a paper as author/co-author to Educreator Research Journal (ERJ),

ISSN P-2455-0515 E-2394-8450, Volume–XI, Issues–II, March – April, 2024, Impact Factor: 8.182

LEADERSHIP IN START-UPS AND SME'S:

CHALLENGES, OPPORTUNITIES AND STRATEGIES

The Editor in chief and The Editorial Board appreciate the Intellectual Contribution of the author/co-author.

Pramila Thokale
(Managing Editor)