

INTERNATIONAL JOURNAL OF ADVANCED RESEARCH IN COMMERCE, MANAGEMENT & SOCIAL SCIENCE (IJARCMSS)

(An International Quarterly Multidisciplinary Peer Reviewed Journal)
ISSN: 2581-7930 (Online) | Impact Factor 7.270

www.inspirajournals.com



IJARCMSS is delighted to award you for publishing your Article/Research paper entitled

A Comprehensive Analysis of Data Utilization by HR Professionals: Implications for Strategic Decision-Making

Authored by

Dr. Vilas Kulkarni & Priti Jitendra Marwah

Professor, Post Graduate Department of Business Management, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India Research Scholar, Post Graduate Department of Business Management, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India

Published in Volume 08 No. 3 (II) July-September, 2025)

UGC Approved Parameters (F.No.: 1-1/2018(CARE/JOURNAL) Dated 16 July, 2025

We congratulate you for the successful publication.

Prof. (Dr.) Sanjay Bhayani Editor-in-Chief













Dated: 30-09-2025