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This is to certify that paper titled **“EXPLORING THE ROLE OF ESOPS IN EMPLOYEE MOTIVATION AND RETENTION: COMPARATIVE INSIGHTS FROM LEADING IT COMPANIES IN INDIA AND THE WORLD”** authored by **Nishi Tuli**; has been published in Volume X Issue VI, October, 2025 of online multidisciplinary International Journal of Information Movement (monthly) which is published by N.K. Publishing.

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A handwritten signature in black ink that reads 'Naresh Kumar'. The signature is written in a cursive style and is positioned above the printed name of the Editor-in-Chief.

Dr. Naresh Kumar
Editor-in-Chief