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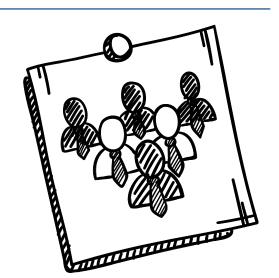
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*Source: SHRM India Membership Research 2023-2024

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