



# E-JOURNAL OF SCIENCE AND EMERGING TECHNOLOGIES (EJSET)

U.S. ISSN: 3143-3359

This certificate is presented to

*Khaled Mansour*

for successful publication of the paper entitled:

**The Impact of Oracle HCM Cloud on Employee Retention  
Strategies in Digital Workplaces**

**Published in:**

**Vol. 2, No. 3, Jul - Sep 2026**

**EJSET**

**Date: 07-July-2026**



**Prof. (Dr) Sangeet Vashishtha**

Editor-in-Chief, EJSET

