



CERTIFICATE

This certificate is proudly presented to

Sultonboyeva Munira

This is to certify that the scientific article “**STRATEGIC HUMAN RESOURCE MANAGEMENT IN HIGHER EDUCATION: CHALLENGES AND OPPORTUNITIES.**” has been published in the journal: «GREEN ECONOMY AND DEVELOPMENT», **Vol. 4 No. 6 (2026): «Yashil iqtisodiyot va taraqqiyot» jurnali 6-son.**

DOI: <https://doi.org/10.5281/zenodo.20580548>





CERTIFICATE

This certificate is proudly presented to

Sultanova Kamila

This is to certify that the scientific article “**STRATEGIC HUMAN RESOURCE MANAGEMENT IN HIGHER EDUCATION: CHALLENGES AND OPPORTUNITIES.**” has been published in the journal: «GREEN ECONOMY AND DEVELOPMENT», **Vol. 4 No. 6 (2026): «Yashil iqtisodiyot va taraqqiyot» jurnali 6-son.**

DOI: <https://doi.org/10.5281/zenodo.20580548>

