



CERTIFICATE

This certificate is proudly presented to

Sultonboyeva Munira

This is to certify that the scientific article “**ACADEMIC STAFF PERFORMANCE AND HUMAN RESOURCE MANAGEMENT IN MODERN UNIVERSITIES**” has been published in the journal: «GREEN ECONOMY AND DEVELOPMENT», **Vol. 4 (2026): «Yashil iqtisodiyot va taraqqiyot» jurnali Konferensiya 4-maxsus son** (pp. 246–251).

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