



C E R T I F I C A T E

This certificate is proudly presented to

Sarimsakov Bakhtiyor

This is to certify that the scientific article “**Personnel policies and crisis management: modifying hr tactics during pandemics or economic downturns**” has been published in the journal: «MUHANDISLIK VA IQTISODIYOT», **Vol. 2 No. 5 (2024): «Muhandislik va Iqtisodiyot» jurnali.**

DOI: <https://doi.org/10.5281/zenodo.14621264>

