



CERTIFICATE

This certificate is proudly presented to

Nishanova Farida

This is to certify that the scientific article “**PERFORMANCE APPRAISAL FAIRNESS AND EMPLOYEE OUTCOMES IN UZBEKISTAN’S EDUCATIONAL INSTITUTIONS: A QUANTITATIVE INVESTIGATION**” has been published in the journal: «MUHANDISLIK VA IQTISODIYOT», **Vol. 4 No. 3 (2026): «Muhandislik va Iqtisodiyot» jurnali.**

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