



C E R T I F I C A T E

This certificate is proudly presented to

Nishanova Farida

This is to certify that the scientific article **“TALENT DEVELOPMENT AS A DRIVER OF EMPLOYEE JOB SATISFACTION IN UZBEKISTAN’S PRIVATE SECTOR: A MIXED-METHODS STUDY”** has been published in the journal: «MUHANDISLIK VA IQTISODIYOT», **Vol. 4 No. 2 (2026): «Muhandislik va Iqtisodiyot»** jurnali.

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