



CERTIFICATE

This certificate is proudly presented to

Narmuradova Sitara

This is to certify that the scientific article “**REMOTE WORK AND EMPLOYEE ENGAGEMENT: INSIGHTS FROM TASHKENT IT FIRMS**” has been published in the journal: «MUHANDISLIK VA IQTISODIYOT», **Vol. 4 No. 7 (2026): «Muhandislik va Iqtisodiyot» jurnali 7-son** (pp. 171-175).

DOI: <https://doi.org/10.5281/zenodo.21619216>

