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CERTIFICATE

4th International Conference on Data Science and Management (ICDSM - 2025)

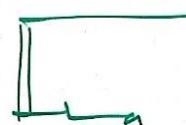
This is to certify that

Olena Akilina

from Borys Grinchenko Kyiv Metropolitan University has presented a paper entitled HR-Analytics of Corporate Culture: A Conceptual Model and Practical Tools for University Management in the 4th International Conference on "**Data Science and Management**" (**ICDSM-2025**) held at Gandhi Institute for Education and Technology, Bhubaneswar, India during 19th and 20th December, 2025.


Chief Guest


Dr. Jyoti Prakash Mishra
Patron


Dr. Jibanananda Jena
General Chair


Convenor
ICDSM-2025