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CERTIFICATE

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

This is to certify that
Olena Akilina

Borys Grinchenko Kyiv Metropolitan
from 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.


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