

















## CERTIFICATE OF APPRECIATION



This is to certifty that:

## **EVA DATUL MASWUVAH**

## **Presenter**

In the 21st International Symposium on Management held by School of Management Faculty of Business and Economics Universitas Surabaya (UBAYA) on Surabaya 15 - 16 May 2024

Head of Departement
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Symposium on Management

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CO-HOST:































