



ICABEP 2023

INTERNATIONAL CONFERENCE ON ACCOUNTING, BUSINESS, ECONOMICS AND POLITICS (ICABEP 2023)
مؤتمرات دولية في المحاسبة، الأعمال، الاقتصاد والسياسة

Certificate of Participation

This certificate is proudly presented to

Mudhafar Hamad Ali
PRESENTER

For outstanding performance and presentation of the paper entitled

The Extent Practiced Smart Leadership by The Heads of Scientific Departments and Its Role in The Job Performance of Teachers- An Analytical Study From Opinions of A Sample of Teachers in The Scientific Departments at Salahaddin University / Erbil

5th International Conference on Accounting, Business, Economics and Politics (ICABEP 2023) which was held on **Sep 25-26, 2023**, by Faculty of Administrative Sciences and Economics, Tishk International University- Erbil, Salahaddin University-Erbil and University of Szczecin, in Poland.

Handwritten signature

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