

International Journal of Research in Commerce and Management Studies

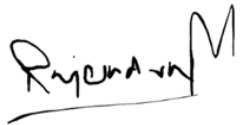
ISSN 2582-2292

www.ijrcms.com

CERTIFICATE OF PUBLICATION

This is to certify paper titled **“TRAINING, CERTIFICATION, AND WORK EFFECTIVENESS: THE EMPIRICAL EVIDENCES OF THE CARGO BACKLOAD OPTIMIZATION IN THE REGION OF ARAMCO SAUDI ARABIA”** submitted by Authors, **Saefullah Syam, Prasadja Ricardianto, Eduard Alfian Syamsya Sijabat, Sri Handayani and Dian Artanti Arubusman** has been published for **November-December 2024, Volume 6, Issue 6** online publication under ISSN 2582-2292.

Signed By:



Editor-in-chief

IJRCMS

IJRCMS is referred online journal published under ISSN 2582-2292

* This publication letter is electronically generated and signed