



Certificate of Publication

This certifies that the research paper entitled “**Talent Management in Improving Organizational Performance**” authored by “**Harsono**” was reviewed by experts in this research area and accepted by the board of “Quest Journals Publication” which has published in “**Quest Journal of Research in Business and Management**”, ISSN (Online): 2347-3002, Volume-11, Issue-1, Page No.: 153-157, [2023].

Article is available online at <http://www.questjournals.org/jrbm/archive.html>

Impact Factor of the Journal is : 5.89 Journal is Peer Reviewed Refereed Journal.

You may contact to Journal for any query at quest@editormails.com



Managing Editor

Quest Journals Inc.

Mail id: quest@editormails.com

Website: www.questjournals.org



Certificate of Publication

This certifies that the research paper entitled “**Talent Management in Improving Organizational Performance**” authored by “**Hapzi Ali**” was reviewed by experts in this research area and accepted by the board of “Quest Journals Publication” which has published in “**Quest Journal of Research in Business and Management**”, ISSN (Online): 2347-3002, Volume-11, Issue-1, Page No.: 153-157, [2023].

Article is available online at <http://www.questjournals.org/jrbm/archive.html>

Impact Factor of the Journal is : 5.89 Journal is Peer Reviewed Refereed Journal.

You may contact to Journal for any query at quest@editormails.com



Managing Editor

Quest Journals Inc.

Mail id: quest@editormails.com

Website: www.questjournals.org