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This certifies that the research paper entitled "**Evaluation of Effectiveness of Reward Management Systems: The Issues of Multi-Criteria Decision-Making Techniques of Organizations in Port Harcourt, Rivers State, Between 2015- 2023**" authored by "**John Mark**" 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-12, Issue-7, Page No.: 149-155, [2024].

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