



## Certificate of Publication

This certifies that the research paper entitled “**Factors Affecting Performance and effectiveness of job opportunities creation, in case of Sidama National Regional State, Ethiopia**” authored by “**Aklilu Tukela**” 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-9, Issue-7, Series-2, Page No.: 09-21, July-2021.

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

Impact Factor of the Journal is : 5.89

You may contact to Journal for any query at [quest@editormails.com](mailto:quest@editormails.com)



Managing Editor

Quest Journals Inc.

Mail id: [quest@editormails.com](mailto:quest@editormails.com)

Website: [www.questjournals.org](http://www.questjournals.org)