

CERTIFICATION for the PEER REVIEW PROCESS &
EVALUATION of the PEER REVIEW PROCESS &
CERTIFICATION for NON EXISTENCE of ARTIFICIAL CITATIONS
and ANTI-PLAGIARISM CONTROL

Name: *Salim Mohammed Ba Omar*

Institution: *College of Business Management and Accounting, Universiti Tenaga Nasional, Malaysia*

City : *Kajang*

Country : *Malaysia*

Phone: *0096892066667*

Academic Email: [*Salim.baomar1988@gmail.com*](mailto:Salim.baomar1988@gmail.com)

I declare, I confirm, I certify and I sign that I received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from, at least, 3 Reviewers and the Assistant Editor for my paper:

Evaluating the Mediating Role of Transformational Leadership in the Nexus of Employee Motivation, Engagement, Emotional Intelligence, and

Performance: A Comprehensive Review with Authors: SALIM MOHAMMED

BAOMAR, DR. MUHUMMAD KHAIRUL ISLAM I would like to thank all the reviewers for their thoughtful comments and efforts towards improving our manuscript. We revised the manuscript with special attention to the comments that we received from **Three** reviewers that were experts, specialists in the area of my paper.

I declare, confirm, certify and sign that WSEAS has checked my paper for possible plagiarism by Turnitin and my paper was found without plagiarism or self-plagiarism by Turnitin. I also declare, confirm, certify, and sign that also that no Associate-Editor, no Editor-in-Chief, no member of the WSEAS Secretariat forced me in this Journal to add references (citations) to any previous publications of the journal.

I also declare, confirm, certify and sign that I have made all the changes, modifications, additions, studies, corrections asked by the reviewers, and I have fully complied with their instructions. I also understand that before the publication the 3 (or more than 3) reviewers will check my paper to see if all the changes, modifications, additions, studies, corrections etc have been done and I authorize the WSEAS to publish my paper or to reject my paper even in the 2nd round of peer review or to continue with an additional round of peer review.

I also declare, I confirm, I certify, and I sign that I will not publish this paper or an important part of the paper in any other Journal (inside or outside WSEAS) Conference Proceedings (inside or outside WSEAS), Book (inside or outside WSEAS), University Repository etc) without the written permission of the WSEAS.

I also declare, I confirm, I certify and I sign that this paper or an important part of the paper has not been published other Journal (inside or outside WSEAS) Conference Proceedings (inside or outside WSEAS), Book (inside or outside WSEAS), University Repository etc). In case of violation of the above terms, WSEAS can reject any unpublished paper or even retract any published paper.

“ I would like to thank WSEAS journals for the efficient process of paper submission and professional treatment. In addition, I would like to thank the reviewers for the insightful feedback and constructive comments which have significantly improved the quality and clarity of my paper “

Date: 15-07-24.

A handwritten signature in black ink, appearing to be 'S. S. S.', written in a cursive style.