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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:

Examining the Hybrid Digitalization of HRM in Jordanian Banks: A Structural Equation Modeling Approach

with Authors: Farid Qawasmeh

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** (3) 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.

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It is truly respectable that the research was given this importance by a number of reviewers until it finally came out in the best image. I am grateful to all of you, your corrections were really spot on. Out of 270 submitted papers, only 39 of them were initially accepted after peer review. Although it was strict correction, but I feel proud to see WSEAS Transactions on Business and Economics sign on my paper. I expect them to come first. This experience created a new challenge for me to try with them again in new research. I feel I will be one of the reviewer's team one day.

Signature

Esraa Qawasmeh

Date: 5-12-2024