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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: “**Effect of human resource management functions on the balanced scorecard – case study Jordanian public joint-stock companies**”, with Authors: Safwan Al Salaimeh, and Slavica Andjelic.

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.

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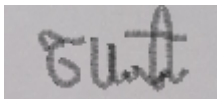
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Sincerely, Biljana Ilic, PhD of Management and Business, Megatrend University Belgrade, SERBIA

Signature (insert an image file with scanned signature or print out the whole page, sign and scan)

A scanned image of a handwritten signature in black ink on a light background. The signature appears to be 'Biljana Ilic'.

Date:10.6.2022.