

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

Name: JEERAPAT PATTANAWATCHARAKUL

Institution: King Mongkut's University of Technology North Bangkok

City: Bangkok

Country: Thailand

Phone: (66) 88-793-9159

Academic Email: jeerapat.patt@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: "The Development of Human Resource Middle-level Executives' Potential Model in Public Limited Companies for Business Competitiveness in the Digital Era" with Authors: JEERAPAT PATTANAWATCHARAKUL, PAWINEE BOONYASOPON, SOMNOEK WISUTTIPAET, and TERAUVUTI BOONYASOPON.

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 and 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 no Associate-Editor, no Editor-in-Chief, and 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 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 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 in any 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.

Additional comments:

We sincerely thank the three reviewers and the Assistant Editor for their careful evaluation and constructive recommendations. The manuscript has been substantially revised in response to the peer-review comments. In particular, we strengthened the statistical and methodological explanation of the Delphi process, clarified the criteria for Median and Interquartile Range interpretation, added details on expert panel composition and industry distribution, improved the theoretical positioning of the KSA framework in relation to HR competency and digital HR perspectives, expanded the discussion of governance, digital competency, and expert consensus, and added clearer limitations and directions for future research.

The revised manuscript was also checked by the author using Turnitin similarity and AI-detection tools before resubmission, and the results met the required standard. The authors confirm that the manuscript does not contain artificial citations and that all references cited in the text are relevant to the subject matter of the paper. The revised version is intended to comply fully with the reviewers' recommendations and the journal's publication requirements.

A handwritten signature in blue ink, appearing to be 'Jp.', is located below the text of the additional comments.

Date: 9-8-2026