

# Certificate of Publication



**This is to certify that**  
*Ayoub Ali Makhluף Abuketaba*  
**Published following article**

*The Influence of Transformational Leadership , Perceived  
Organizational Justice on Employee Performance: The Role  
of Job Satisfaction (A Conceptual Paper on University of  
Tripoli)*

**In Volume 14, Issue 12, pp 25-35,  
December 2025**

**The International Journal of Engineering and Science**

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*Öğr. Üyesi Oya ÖNALAN*

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