



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | ISSN: 2320 - 2882

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The Board of  
International Journal of Creative Research Thoughts  
Is hereby awarding this certificate to

**Mai.T.P.Nguyen**

In recognition of the publication of the paper entitled  
**THE EFFECTS OF JOB DEMANDS AND JOB RESOURCES ON JOB PERFORMANCE IN VIETNAMESE AUDITING FIRMS: THE MEDIATING ROLE OF INNOVATIVE WORK BEHAVIOR**

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