Publication Certificate of



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

An International Open Access, Peer-reviewed, Refereed Journal

The Board of

International Journal of Creative Research Thoughts

Is hereby awarding this certificate to

Mengistu Guliti Buba

In recognition of the publication of the paper entitled

ARTICLE ON FACTORS THAT INFLUENCE EFFECTIVENESS OF LEADERSHIP, IN CASE OF SECONDARY SCHOOLS, ETHIOPIA

Published In IJCRT (www.ijert.org) & 7.97 Impact Factor by Google Scholar

Volume 6 Issue 2 April 2018, Date of Publication: 27-April-2018

UGC Approved Journal No: 4902<mark>3 (18)</mark>

PAPER ID: IJPUB1802118

Registration ID: 187348



EDITOR IN CHIEF

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | Al-Powered Research Tool), Multidisciplinary, Monthly Journal



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | IJCRT

An International Scholarly, Open Access, Multi-disciplinary, Indexed Journal

Website: www.ijcrt.org | Email id: editor@ijcrt.org | ESTD: 2013

