



SOM SCHOOL OF
MANAGEMENT
UNIVERSITI SAINS MALAYSIA



Certificate of Recognition

presented to

ELIZABETH GINTING

as a

Presenter

for the

***3rd International Postgraduate Research Symposium 2024
(INPOS 2024)***

In collaboration with Universitas Brawijaya, Indonesia and
Universiti Sains Malaysia

held on

27-28 November 2024

organised by

**School of Management,
Universiti Sains Malaysia**

Dr. Risna Wijayanti
Chairperson Organizing Committee
INPOS 2024

Professor Dr. Noor Hazlina Ahmad
Dean
School of Management,
Universiti Sains Malaysia

Prof. Dr. Ananda Sabil Hussein
Head of Program
Doctorate Program in Management Jakarta Campus,
Faculty of Economics and Business,
Universitas Brawijaya