



# CERTIFICATE OF PARTICIPATION



*This certificate is presented to*

***THURAI SYAH JAAFFAR  
PROFESSOR DR NARESH KUMAR***

*as*

***PARTICIPANT***

*for paper entitled*

***EMPLOYEE VOICE BEHAVIOUR: ROLE OF EMPOWERING LEADERSHIP AND  
LEADER-MEMBER EXCHANGE***

*at the*

**2<sup>nd</sup> International Conference on Management, Education, Social Sciences and Innovation  
(ICMESSI 2021)**

**Kuala Lumpur, MALAYSIA  
12 June 2021**

A handwritten signature in black ink, appearing to read "Zahari", written over a white background.

**Ts. Dr. Zahari Abu Bakar  
Chairman**

