



# International Journal of Business and Management Invention

e-ISSN: 2319 – 8028 p-ISSN: 2319 – 801X

## CERTIFICATE

It is certify that the paper entitled by “The elements of effectiveness changes during ‘work from home’ implementation among Kolej Professional MARA Seri Iskandar Staff” has been published in International Journal of Business and Management Invention (IJBMI).

### **Your article has been published with following details:**

Author's Name: Nor Maizatul Akma binti Mohd Shariff  
Journal Name: International Journal of Business and Management Invention (IJBMI)  
Journal Web: [www.ijbmi.org](http://www.ijbmi.org)  
Journal Type: Online & Offline  
Review Type: Peer Review Refereed  
Publication Year: 2021  
Publication Month: March  
Vol No.: 10  
Issue No.: 03



**Editor-In-Chief**  
International Journal of Business and Management Invention (IJBMI)  
E-mail ID: [ijbmi@invmails.com](mailto:ijbmi@invmails.com)  
Web: [www.ijbmi.org](http://www.ijbmi.org)

UGC Approval Serial Number: 4485 & UGC Journal Number: 46889