



# International Journal of Business and Management Invention

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

## CERTIFICATE

It is certify that the paper entitled by “*Reciprocal Use of Forename and Employee Behavioral Reactions in Nigerian Firms*” has been published in *International Journal of Business and Management Invention (IJBMI)*.

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

Author's Name: Miebi Ugwuzor  
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: 2023  
Publication Month: April  
Vol No.: 12  
Issue No.: 04



**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)

Impact Factor : 4.72

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