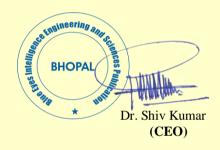




This certifies that the research paper entitled '**The Effect of Managerial Effectiveness, Work Environment, and Team Work on Lecturer's Work Engagement**' authored by '**Diah Pranitasari**' was reviewed by experts in this research area and accepted by the board of 'Blue Eyes Intelligence Engineering and Sciences Publication' which has published in 'International Journal of Innovative **Technology and Exploring Engineering (IJITEE)'**, ISSN: 2278–3075 (Online), Volume-8 Issue-12, October 2019, Page No. 2536-2542.

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