



European, Asian, Middle Eastern, North African Conference  
on Management & Information Systems (EAMMIS) 2022



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June 10-11, 2022



This is to certify that

*Mohd Bashir Raed Bani Ismail, Jasem Tarawneh and Aya Naser Yousef Magableh*

have presented a paper titled

*The impact of HRIS usage on organizational efficiency and employee performance: research in higher education sector in Jordan*

at the EAMMIS 2022



Anjum Razaque, Ph.D.  
EAMMIS 2022 Conference chair



Abdalmuttaleb Al-Sartawi, Ph.D.  
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