



**COMMUNICATION  
ECONOMICS  
ORGANIZATION**  
16-18 JUNE 2023 - USA

# Certificate of Participation

**Irma M NAWANGWULAN**

has participated and presented his/her paper entitled

**Diversity on Productivity: Anything for Efficiency & Effectiveness?**

In the 6<sup>th</sup> **“International CEO (Communication, Economics, Organization) Social Sciences Congress (CEO SSC)”**

held on **16-18 June 2023** in **Acacia University – (Host University for 6th CEO Congress), Arizona-United State of America** in collaboration with IPMI International Business School (Host University for 5th CEO Congress), Mohanlal Sukhadia University (Host University for 4th CEO Congress), Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University (Host University for 3rd CEO Congress), International Gorazde University (Host University for 1st CEO Congress), Nişantaşı University, University of Prizren, Cyprus West University, Central Asian American University, Insec, NCM Publishing, CEO Tekmer, Universitas Bhayangkara, Knowledge Laboratory, Universitas Ghara Karya and Ostim Technical University with

**464 participants from 31 countries.**

*Dr. Maurey Blake Bond  
Vice President*

*Acacia University Professional  
Development (AUPD), Arizona, USA.*



*Prof. Ir. M. Aman Wirakartakusumah,  
Rector of IPMI International Business  
School (Sekolah Tinggi Manajemen  
IPMI), Indonesia, Chair*

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