<u>CERTIFICATION for the PEER REVIEW PROCESS &</u> <u>EVALUATION of the PEER REVIEW PROCESS &</u> <u>CERTIFICATION for NON EXISTENCE of ARTIFICIAL CITATIONS</u> <u>and ANTI-PLAGIARISM CONTROL</u> <u>Name:</u> Ogueyungbo Opeyemi Olunike <u>Institution:</u> Covenant University <u>City:</u> Sango-Ota, Ogun-State <u>Country:</u> Nigeria <u>Phone:</u> 08051999224 Academic Email: Opeyemi.ogueyungbo@covenantuniversity.edu.ng

I declare, I confirm, I certify and I sign that I received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from, at least, 3 Reviewers and the Assistant Editor for my paper:

Normative Learning and Employee Cognitive Engagement in Selected Pharmaceutical Firms in Nigeria. Authors: Chinonye Moses, Igbinoba Ebeguki, Salau Odunayo, Olokundun Maxwell and Atolagbe Tolulope I would like to thank all the reviewers for their thoughtful comments and efforts towards improving our manuscript. We revised the manuscript with special attention to the comments that we received from, at least, 3 reviewers that were experts, specialists in the area of my paper.

I declare, confirm, certify and sign that NAUN has checked my paper for possible plagiarism by Turnitin and my paper was found without plagiarism or self-plagiarism by Turnitin.

I also declare, confirm, certify and sign that also that no Associate-Editor, no Editor-in-Chief, no member of the NAUN Secretariat forced me in this Journal to add references (citations) to any previous publications of the journal.

I also declare, confirm, certify and sign that I have made all the changes, modifications, additions, studies, corrections asked by the reviewers and I have fully complied with their instructions. I also understand that before the publication the 3 (or more than 3) reviewers will check my paper to see if all the changes, modifications, additions, studies, corrections etc have been done and I authorize the NAUN to publish my paper or to reject my paper even in the 2nd

round of peer review or to continue with an additional round of peer review.

<u>Please, write additional comments below</u> (take ideas from: <u>https://naun.org/main/NAUN/author-testimonials.html</u>)

Cherry torai. Signature

Date: August 30, 2020