Journal of Advanced Multidisciplinary Studies (JAMS),

Publication of Authorship

Certificate of Authorship of a Published Article

This is to certify that

Thandiwe Sitole

Department of Commerce and Management, Faculty of Management and Entrepreneurial Sciences, Women's University in Africa, Zimbabwe

is recorded as an author of the article published in Journal of Advanced Multidisciplinary Studies (JAMS), titled

“From Graduate Potential to Leadership Capability: A Strategic HRM Framework for Developing Effective Early-Career Leaders”

Publication date	22 September 2026
Volume / Issue / Year	Year 2026
Review completed	16 September 2026
DOI	https://doi.org/10.68050/JAMS.2026.501
Article URL	https://jamsjournal.org/JAMS/article/view/501

Incorrect details or a download problem? WhatsApp Support: https://wa.me/919956307061