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This certifies that the research paper entitled **“Leadership Styles and Employee Retention in Community Based Organizations in Gayaza Parish: A Case Study of Kabubbu Development Project (Kdp)”** authored by **“Prof Oparaocha Mart”** was reviewed by experts in this research area and accepted by the board of “Quest Journals Publication” which has published in **“Quest Journal of Research in Business and Management”**, ISSN (Online): 2347-3002, Volume-14, Issue-2, Page No.: 106-137, [February 2026].

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