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THIS CERTIFICATE IS PRESENTED TO

Asst. Prof. Aslı KAYA

In Oral and Technical Presentation, Recognition and Appreciation of Research Contributions to

6th INTERNATIONAL IBN-I SINA MEDICINE AND HEALTH SCIENCES CONGRESS
February 12-14, 2026 Ankara/TÜRKİYE

with the paper entitled

WORKFORCE STRATEGIES FROM A HEALTH MANAGEMENT PERSPECTIVE: "EMOTIONAL SALARY" PROMISES IN HEALTHCARE JOB ADVERTISEMENTS

Prof. Dr. Ülkü ÖZBEY
Head of Congress

Dr. Nadire KANTARCIOĞLU
UBSDER President