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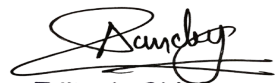


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This is to certify that the research paper entitled "Generative Artificial Intelligence and the Future of Work: A Human-AI Collaboration Capability Framework for Employee and Organizational Outcomes" authored by "Dr. Sapna Sugandha" has been successfully published in ADEJ, Volume 3, Issue 3 (July - September 2026). The paper has been assigned the DOI link: <http://doi.org/10.5281/zenodo.23267278>

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