

**International Journal of Education and Social Science  
Research**  
**ISSN 2581-5148**  
[www.ijessr.com](http://www.ijessr.com)

**CERTIFICATE OF PUBLICATION**

This is to certify paper titled **“ORGANIZATIONAL CULTURE AND TOTAL QUALITY MANAGEMENT AS PREDICTORS TO ORGANIZATIONAL PERFORMANCE AMONG LOCAL GOVERNMENT UNITS”** submitted by Authors, **Julia Vanessa S. Demorito and Larry C. Bercilla** has been published for **November-December 2024, Volume 7, Issue 6** online publication under **ISSN 2581-5148**.

Signed By:



Editor-in-chief  
IJESSR

**IJESSR**  
IJESSR is referred online journal publish under ISSN 2581-5148

\* This publication letter is electronically generated and signed