

Certificate of Publication
International Journal of Humanities Social Science
and Management
ISSN: 3048-6874



This is to certify that

Dr. Sora Pazer

Published following article

**Burnout as a Resource Loss Spiral: An Integrative Review of
Conservation of Resources Theory and Its Implications for Intervention**
Volume 6, Issue 4, pp: 135-146

www.ijhssm.org

A black and white photograph of a handwritten signature, likely belonging to the Publication Head, is shown in a light gray rectangular box on the bottom left of the page.

Publication Head

IJHSSM is peer reviewed International Refereed Journal.