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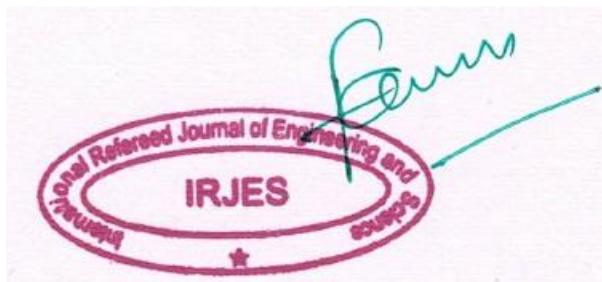
International Refereed Journal of Engineering and Science (IRJES)

CERTIFICATE

It is certify that the paper entitled by “**Capacidades dinámicas en la gestión humana de las pymes de servicios en Montería** **Dynamic capabilities in the human management of service SMEs in Monteria**” is accepted for further publication in **International Refereed Journal of Engineering and Science (IRJES)**.

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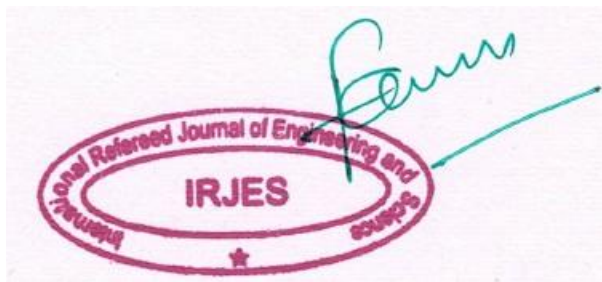
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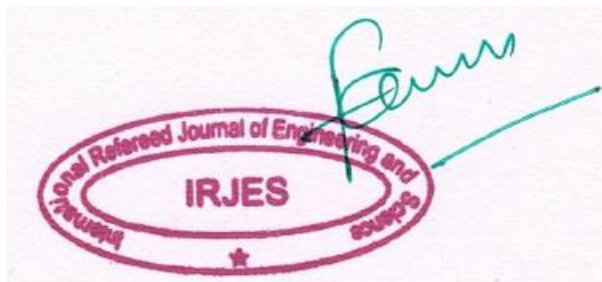
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