



9th International Scientific Conference on IT, Tourism, Economics, Management & Agriculture ITEMA 2025

November 6, 2025
Milan, Italy
(in person, online, and virtually)



Certificate of Presentation

This certificate is awarded to

Radka Nacheva

In recognition of attending the 9th International Scientific Conference ITEMA 2025 and oral presentation of a paper titled:

Framework for Training and Development in the Human Resource Management System: Implementations and Tools

Organizational Board



Faculty of Economics and Business

