



UNIVERSITY OF KOTLI, AZAD JAMMU AND KASHMIR

Ref. No: EC/UOKAJK/2022/004

Dated: 10-02-2022

Ethical certificate

To whom it may concern

This is to certify that the research work presented and conducted in the manuscript titled as “Discourteous Behavior on Extra-Role Performance of Teachers at Job: Role of Emotions and Hardiness” by Dr. Khatiba Akhter and her co-authors is genuine and does not violate any of the ethical and moral consideration, in terms of human use, set by the Ethical committee of University of Kotli, Azad Jammu & Kashmir.

Ethical Committee University of Kotli

Dr. Muhammad Alamzeb
(Convener)

Dr. Asif Khan
(Member)

Dr. Nazir Haider Shah
(Member)

Dr. Rashid Mehmood
(Member)