



Certificate

Pennsylvania British International College

Registered with number 14554461

IT IS HEREBY CERTIFY THAT

Mohammed Shaaban Mohammed Elsayed

Upon recommendation of the Pennsylvania British International College

and in recognition of fulfilment of the prescribed requirements

Professional PhD in Strategic Management

With all its right and Privileges in the witness whereof the seal of the Pennsylvania British International College hereunto affixed

Certificate Code : 29076947

Grade: Distinguish

UKRLP 010097342

Serial Number: 99765432112

IQ ZB835594

Issued on : 2026

This certificate has been given at his request to be submitted to those who are interested in it

Dean Office





Pennsylvania British International College

Name :Mohammed Shaaban Mohammed Elsayed

Nationality: Egyptian

Student ID: 29076947

Graduation Date: 2026

Program: Professional PhD in Strategic Management



N	Subject	The Ratio Quality	Grade
1	Commercial law	3.90	B
2	The economics of money g Banking	4.06	A
3	Cost accounting	3.98	A+
4	Team building g human relations	3.90	B
5	International business Administration	4.88	A
6	State g national accounting	3.90	B
7	Legislation	4.05	A
8	Development of Economic Thinking	3.92	A+

Evaluation Criteria for
the Doctorate Programs
Study Duration = 2024 To 2026

PhD in Strategic Management

Overall GPA = 3.90 out of 4.00

Dean Office



FILE COPY

CERTIFIED TRUE COPY OF
AN ORIGINAL DOCUMENT

SIGNED..... DATE 04/05/2022
Jason Ford - Solicitor, Leicester Legal Ltd
11 Ross Walk, Leicester, LE4 5HH
jason@leicesterlegal, 0116 3654988



**CERTIFICATE OF INCORPORATION
OF A
PRIVATE LIMITED COMPANY**

Company Number **14554461**

The Registrar of Companies for England and Wales, hereby certifies
that

PENNSYLVANIA BRITISH INTERNATIONAL COLLEGE LTD

is this day incorporated under the Companies Act 2006 as a private
company, that the company is limited by shares, and the situation of its
registered office is in England and Wales

Given at Companies House, Cardiff, on **22nd December 2022**



N14554461H



Companies House



THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES

The above information was communicated by electronic means and authenticated
by the Registrar of Companies under section 1115 of the Companies Act 2006

APOSTILLE (Convention de La Haye du 5 octobre 1961)	
1. Country: Pays / País:	United Kingdom of Great Britain and Northern Ireland
This public document Le présent acte public / El presente documento público	
2. Has been signed by a été signé par ha sido firmado por	Jason Thomas Ford
3. Acting in the capacity of agissant en qualité de quien actúa en calidad de	Solicitor
4. Bears the seal / stamp of est revêtu du sceau / timbre de y está revestido del sello / timbre de	Not Applicable
Certified Attesté / Certificado	
5. at à / en	London
6. the le / el día	5 March 2026
7. by par / por	His Majesty's Principal Secretary of State for Foreign, Commonwealth and Development Affairs
8. Number sous no / bajo el numero	APO-3ZC9-634R-ZUW1-L543
9. Seal / stamp Sceau / timbre Sello / timbre 	10. Signature Signature Firma E. Hughes 

This Apostille is not to be used in the UK and only confirms the authenticity of the signature, seal or stamp on the attached UK public document. It does not confirm the authenticity of the underlying document. Apostilles attached to documents that have been photocopied and certified in the UK confirm the signature of the UK official who conducted the certification only. It does not authenticate either the signature on the original document or the contents of the original document in any way.

If this document is to be used in a country not party to the Hague Convention of the 5th of October 1961, it should be presented to the consular section of the mission representing that country.

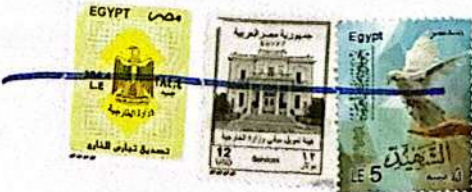
To verify this apostille go to www.verifyapostille.service.gov.uk

وزارة خارجية جمهورية مصر العربية
 مكتب المصادقات والوثائق الاقتصادية للقوات
 امارة دبي
 رقم التصديق ١٢٤٨٠ بتاريخ ٢٠٢٤/٠٣/١٣
 تصديق على صحة الوثيقة
 مصر - لندن
 دون ادنى مسؤولية
 الرسم للتقرير ٤٤٠
 محمد فوزي



Consulate General of the Arab Republic
 of Egypt in London
 Seen for legalisation with no responsibility
 on the content
 13 MAR 2026
 Signature and Seal of the
 F.C.D.O.
 Legalisation No. 710
 Fees collected £ 130
 The Consul

امير خالد





Dean's Office

Pennsylvania British International College

certifies that

Mohammed Shaaban Mohammed Elsayed

Has registered in the

Professional PhD in Strategic Management
program holding Registration Number:29076947

Under the supervision of Dr. Arthur Alexander

He submitted a thesis at the end of his
studies for the Doctorate degree entitled

The role of strategic human resource management in developing
sustainable performance for economic organizations

Accepted by:

Major Professor: Jon Edoar
Committee Member - Meshel Jon
Committee Member, Tsherl Couto,
External Reader Mariam Samon

Copyright By Pennsylvania British International College
All Rights Reserved 2026





Name : Mohammed Shaaban Mohammed Elsayed

ID NO.29002261400776

Nationality: Egyptian

ID Student: 29076947



Degree Program: Professional PhD in Strategic Management

Congratulations, it is a pleasure for Pennsylvania International College to accept you as a student in the Professional PhD in Strategic Management

We would like to welcome you to Pennsylvania British International College

We thank you for choosing us to help you build your future

Discussion of a Professional PhD in Strategic Management

English Placement Exam

All Penn College International Program students are required to take an English Placement Exam proficiency test and the number of courses you will be required to take before or during regular academic study. Courses at Pennsylvania British International College Please see the competency standards in the field of communication, behavior modification, and communication. With regard to the field of Strategic Management

Guidance

Orientation

The Office of International Affairs will provide a new student orientation (on 01/01/2022) to educate you about Penn International College. International Student Issues and Immigration Matters, Fall 2024, 2025
Classes begin in 2024

Immigration Information

The International Affairs Office will provide you with all data and information about the subjects to be studied, through your e-mail

For questions, please contact

university

Dean Office





Name : Mohammed Shaaban Mohammed Elsayed

ID NO.29002261400776

Nationality: Egyptian

ID Student: 29076947



Degree Program: Professional PhD in Strategic Management

Congratulations, It is a pleasure for Pennsylvania International College to accept you as a student in the Professional PhD in Strategic Management

We would like to welcome you to Pennsylvania British International College

We thank you for choosing us to help you build your future

Discussion of a Professional PhD in Strategic Management

English Placement Exam

All Penn College International Program students are required to take a English Placement Exam proficiency test and the number of courses you will be required to take before or during regular academic study. Courses at Pennsylvania British International College Please see the competency standards in the field of communication, behavior modification, and communication. With regard to the field of Strategic Management

Guidance

Orientation

The Office of International Affairs will provide a new student orientation (on 01/01/2022) to educate you about Penn International College. International Student Issues and Immigration Matters, Fall 2024, 2025
Classes begin in 2024

Immigration Information

The International Affairs Office will provide you with all data and information about the subjects to be studied, through your e-mail

For questions, please contact

university

Dean Office



Certificate

We hereby certify that Mohammed Shaaban Mohammed Elsayed

has obtained the Doctorate degree.

after completing his professional studies,

Knowing that the Program is a professional
program Certified in the UK

Which measures the required skills
For postgraduate studies
Lorem ipsum

Pennsylvania British International

College IS regestired at the british regestired at the british
registration number 14554461

Strategic Management(SIC)

85320 - Technical and vocational secondary education

85421 - First-degree level higher education

85422 - Post-graduate level higher education

85600 - Educational support services

Dean Office



Certificate Graduation letter

To whom it May concern

Based on the approval of Pennsylvania British international College
and the approval of the college president in
accordance with the powers delegated to him by
the Council in accordance with Resolution No. (425)

We acknowledge granting
the student Mohammed Shaaban Mohammed Elsayed
Strategic Management with a grade of distinction with honors,
with the approval of the research that
was submitted by the student in

The role of strategic human resource management in developing sustainable
performance for economic organizations

Crt - Code : 29076947

Srn 99765432112

Dean Office



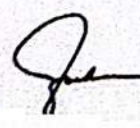
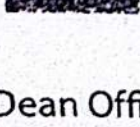
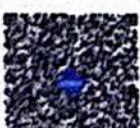
The Research Presented

Thesis Title

The role of strategic human resource management in developing sustainable performance for economic organizations

Strategic human resource management links employees to organizational goals, transforming human capital into a key driver for achieving organizational excellence and sustainable economic growth, not only through profits, but also through positive long-term contributions to society and the environment.

By focusing on talent acquisition, workforce development, employee engagement, performance management, and strategic alignment, human resources contribute significantly to an organization's ability to adapt, innovate, and thrive in a competitive business environment. Effective management of these elements enhances the organization's overall performance, productivity, and long-term success.



Dean Office





PENNSYLVANIA BRITISH
INTERNATIONAL - COLLEGE

STU-ID : 29076947

F-NAME: Mohammed Shaaban Mohammed Elsayed

Program : Professional PhD in Strategic Management

