

## Letter of Acceptance

April 20, 2025  
Manuscript ID: 1673

**Assist. Prof. Dr Shirzad Mohammed Mahdi**

Department of Business Management, College of Erbil Technical Administrative  
Erbil Polytechnic University, Kurdistan Region, Iraq

**Lect. Dr. Farman Tahseen Aziz**

Department of International Marketing and Languages, College of Erbil Technical Administrative  
Erbil Polytechnic University, Kurdistan Region, Iraq

**Lect. Dr. Saman Sidqi Hamad Ameen**

Department of International Marketing and Languages, College of Erbil Technical Administrative  
Erbil Polytechnic University, Kurdistan Region, Iraq

Dear Assist. Prof. Dr. Shirzad Mohammed Mahdi, Lect. Dr. Farman Tahseen Aziz  
And Lect. Dr. Saman Sidqi Hamad Ameen,

We are pleased to inform you that after peer- review process, your manuscript entitled  
**"The Impact of Operational Plans on Employee Creativity as Related to  
Organizational Identity and Effective Time-Management in Erbil City "**  
has been accepted for publication in the Koya University Journal of Humanities and Social  
Sciences (KUJHSS). Thank you for choosing to publish your work in our journal.

Sincerely,

  
Basida Haider Anwar  
Journal Manager

