

**COMSATS University Islamabad**

Graduate Office

Department of Management Sciences

Park Road, Tarlai Kalan, Islamabad. Tel: +92-051-90496071

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**Clarification of Published Research Paper**

This is to clarify that the paper entitle: **“‘Perceptions of Performance Appraisal Quality’ and Employee Innovative Behavior: Do Psychological Empowerment and ‘Perceptions of HRM System Strength’ Matter?”** published in *Behavioral Sciences, Volume 8, Issue 12;* by Aamer Waheed bearing Registration No.CIIT/SP-12-PMS-005/ISB is on the basis of his PhD thesis research work.

**Dr. Imran Abbas Jadoon**

Supervisor

Assistant Professor

Department of Management Sciences

COMSATS University Islamabad

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In-charge/Head

Department of Management Sciences

COMSATS University Islamabad

**Deputy Registrar (Academics)**