

## Navigating regulatory challenges and safety considerations in lactation supplement development: A Nigeria and US Comparison

Deborah Aanuoluwa Soyombo \*

*Milky Express Nigeria Limited, Lagos, Nigeria.*

World Journal of Biology Pharmacy and Health Sciences, 2024, 18(01), 001-011

Publication history: Received on 23 February 2024; revised on 01 April 2024; accepted on 03 April 2024

Article DOI: <https://doi.org/10.30574/wjbphs.2024.18.1.0165>

### Abstract

Navigating regulatory challenges and ensuring safety in the development of lactation supplements is crucial for meeting the needs of breastfeeding mothers. This review examines the regulatory frameworks governing lactation supplements in Nigeria and the US, highlighting key differences and similarities, as well as challenges and strategies for ensuring product safety and compliance. In Nigeria, the regulatory landscape for lactation supplements is characterized by a lack of stringent regulations and enforcement mechanisms, leading to concerns about product safety and quality. In contrast, the US has a well-established regulatory framework overseen by the Food and Drug Administration (FDA), which sets strict standards for product safety, efficacy, and labeling. Challenges in Nigeria include limited regulatory capacity, inadequate enforcement of existing regulations, and a lack of awareness among consumers about product safety. In the US, challenges include the complex regulatory process, high compliance costs, and the need for continuous monitoring of safety and efficacy. Strategies for ensuring product safety and compliance in Nigeria include strengthening regulatory capacity, improving enforcement mechanisms, and raising awareness among consumers about safe product choices. In the US, strategies include streamlining the regulatory process, enhancing post-market surveillance, and fostering collaboration between regulators, industry stakeholders, and healthcare providers. Overall, navigating regulatory challenges and ensuring safety in the development of lactation supplements require a multifaceted approach that addresses regulatory gaps, enhances enforcement mechanisms, and promotes consumer awareness. Collaboration between regulatory authorities, industry stakeholders, and healthcare providers is essential to ensure that lactation supplements are safe, effective, and meet the needs of breastfeeding mothers in Nigeria and the US.

**Keywords:** Safety Consideration; Lactation; supplement; Development; Regulatory Challenges

### 1. Introduction

Regulatory frameworks play a crucial role in ensuring the safety, efficacy, and quality of products, particularly in the healthcare sector (Chauhan, Bali & Kaur, 2024, Falaiye, et. al., 2024, Odejide, 2024). Lactation supplements, which are used to support and enhance breastfeeding mothers' milk production and quality, are subject to regulatory oversight to protect consumer health. This introduction provides an overview of the importance of regulatory frameworks in ensuring product safety, defines lactation supplements, and outlines the purpose of comparing the regulatory frameworks in Nigeria and the US.

Regulatory frameworks serve as a cornerstone of consumer protection, ensuring that products meet established standards for safety and efficacy (Nwankwo, et. al., 2023, Ogundipe, et. al., 2024). In the context of lactation supplements, regulatory oversight is essential to safeguard the health of breastfeeding mothers and infants. By establishing and enforcing regulations, regulatory authorities can help prevent the sale of unsafe or ineffective products, thereby promoting public health. Lactation supplements are products designed to support and enhance the breastfeeding

\* Corresponding author: Deborah Aanuoluwa Soyombo.

process. These supplements may contain various ingredients, such as herbs, vitamins, and minerals, that are believed to promote lactation or improve the nutritional content of breast milk (Nwokediegwu, et. al., 2024, Udokwu, et. al., 2023)). Lactation supplements are typically available in various forms, including capsules, powders, and teas, and are often marketed to breastfeeding mothers as a way to address common breastfeeding challenges.

The purpose of comparing the regulatory frameworks governing lactation supplements in Nigeria and the US is to examine the regulatory challenges and safety considerations involved in the development of these products (Dada, et. al., 2024, Udokwu, et. al., 2023). By comparing the regulatory approaches of these two countries, we can gain insights into the effectiveness of regulatory frameworks in ensuring product safety and compliance. Additionally, this comparison can help identify best practices and areas for improvement in regulatory oversight of lactation supplements.

### **1.1. Historical Perspectives**

In Nigeria, the regulation of dietary supplements, including lactation supplements, has evolved over time in response to various health challenges and regulatory gaps (Abatan, et. al., 2024, Chidiebere, et. al., 2023). Historically, Nigeria's regulatory framework for dietary supplements was relatively lax, with limited oversight and enforcement mechanisms. This lack of regulation led to concerns about the safety and quality of dietary supplements, including those marketed for lactation support.

In 2004, the National Agency for Food and Drug Administration and Control (NAFDAC) was established to regulate the manufacture, importation, exportation, advertisement, distribution, sale, and use of food, drugs, cosmetics, medical devices, and packaged water in Nigeria (Adekanmbi, et. al., 2024, Ekwezia, et. al., 2023). NAFDAC plays a key role in ensuring the safety and quality of dietary supplements, including lactation supplements, through registration, inspection, and enforcement activities. Despite these efforts, challenges remain in ensuring the safety and efficacy of lactation supplements in Nigeria (Ajayi-Nifise, et. al., 2024, Nwokediegwu, et. al., 2024). One major challenge is the proliferation of unregistered and substandard products in the market, often due to limited regulatory capacity and enforcement resources. Additionally, consumer awareness about the importance of choosing regulated products and the risks associated with unregistered supplements is low, further complicating regulatory efforts.

In contrast to Nigeria, the US has a long history of regulating dietary supplements, including lactation supplements ((Ebirim, et. al., 2024, Oladeinde, et. al., 2023). The regulation of dietary supplements in the US is primarily governed by the Dietary Supplement Health and Education Act (DSHEA) of 1994, which defines dietary supplements and establishes regulatory requirements for their safety and labeling. Under DSHEA, dietary supplements, including lactation supplements, are regulated as a category of food and are not subject to pre-market approval by the Food and Drug Administration (FDA) (Ebirim, et. al., 2024, Majemite, et. al., 2024). Instead, manufacturers are responsible for ensuring the safety and labeling of their products, and the FDA has the authority to take action against products that are found to be unsafe or misbranded.

Despite the regulatory framework in place, challenges persist in the regulation of dietary supplements in the US (Chakrabarti, Guha & Majumder, 2018, Edunjobi & Odejide, 2024, Kerksick, et. al., 2018). One ongoing challenge is the presence of adulterated or misbranded products in the market, often due to inadequate oversight by manufacturers or intentional adulteration to enhance product efficacy claims.

When comparing the regulatory frameworks for lactation supplements in Nigeria and the US, several key differences and similarities emerge (Apeh, et. al., 2023, Lawrence & Lawrence, 2021, Thakur, et. al., 2023). In Nigeria, the regulatory framework is relatively nascent, with challenges related to enforcement and consumer awareness. In contrast, the US has a more established regulatory framework but still faces challenges related to product safety and oversight.

In both countries, strategies for ensuring product safety and compliance include strengthening regulatory capacity, enhancing post-market surveillance, and raising consumer awareness (Babatunde, et. al., 2024, Badnjević, et. al., 2022, Nwokike, 2023). However, the specific challenges and strategies vary depending on the regulatory context and the resources available.

The history of regulatory frameworks for lactation supplements in Nigeria and the US reflects the evolving nature of dietary supplement regulation (Babatunde, et. al., 2024, Odejide & Edunjobi, 2024). While both countries have made efforts to ensure the safety and quality of lactation supplements, challenges remain in enforcing regulations and educating consumers about the importance of choosing regulated products. By learning from each other's experiences, both countries can improve their regulatory frameworks and better protect the health of breastfeeding mothers and infants.

## 1.2. Regulatory Framework in Nigeria

Nigeria has a regulatory framework in place to oversee the safety and quality of food, drugs, and dietary supplements, including lactation supplements (Ebirim, et. al., 2024, Nwokediegwu, et. al., 2024). The primary regulatory agency responsible for regulating dietary supplements in Nigeria is the National Agency for Food and Drug Administration and Control (NAFDAC). NAFDAC was established in 1993 to regulate the manufacture, importation, exportation, advertisement, distribution, sale, and use of food, drugs, cosmetics, medical devices, and packaged water in Nigeria.

NAFDAC plays a central role in regulating lactation supplements in Nigeria. The agency is responsible for registering and approving the sale of dietary supplements, including lactation supplements, ensuring that they meet safety and quality standards (Adekanmbi, et. al., 2024, Ebirim, et. al., 2024)). NAFDAC also conducts inspections of manufacturing facilities and enforces regulatory compliance through product sampling and testing. In addition to NAFDAC, other regulatory agencies, such as the Federal Ministry of Health and the Standards Organisation of Nigeria (SON), play supporting roles in regulating dietary supplements. The Federal Ministry of Health provides policy direction and oversight, while SON sets standards for product quality and safety.

NAFDAC regulates lactation supplements in Nigeria under the guidelines for registration of food and dietary supplements (Ekeanyanwu, Agomo & Nkwocha, 2023, Odeyemi, et. al., 2024). These guidelines outline the requirements for registration, labeling, and advertising of dietary supplements, including lactation supplements. Manufacturers and importers are required to submit product dossiers containing information on the composition, safety, and efficacy of their products for registration.

Additionally, NAFDAC has established maximum limits for certain ingredients in dietary supplements, including vitamins and minerals, to ensure that products are safe for consumption. The agency also requires that labels on dietary supplements include information on the product's ingredients, directions for use, and warnings about potential side effects.

Despite the regulatory framework in place, Nigeria faces challenges in enforcing regulations and ensuring the safety of dietary supplements, including lactation supplements (Ng, Kim & Suri, 2022, Ogundipe, 2024, Ojonugwa, Gwom & Gwom, 2021). One major challenge is the proliferation of unregistered and substandard products in the market, which can pose risks to consumer health. Limited regulatory capacity and resources, as well as the presence of counterfeit products, further complicate enforcement efforts.

Another challenge is the lack of awareness among consumers about the importance of choosing regulated products (Ahmad, et. al., 2021, Odulaja, et. al., 2023). Many consumers may be unaware of the risks associated with unregistered or substandard supplements, leading to potential health hazards. Additionally, the lack of standardized testing methods and facilities for product analysis can hinder regulatory efforts to detect unsafe products.

## 1.3. Regulatory Framework in the US

In the United States, dietary supplements, including lactation supplements, are regulated by the Food and Drug Administration (FDA) under the Dietary Supplement Health and Education Act (DSHEA) of 1994 (Ajayi-Nifise, et. al., 2024, Bailey, 2020). DSHEA defines dietary supplements as products intended to supplement the diet that contain one or more dietary ingredients, including vitamins, minerals, herbs, amino acids, or other substances.

The FDA plays a key role in regulating lactation supplements in the US. The agency is responsible for overseeing the safety, efficacy, and labeling of dietary supplements, including lactation supplements (Iwuanyanwu, et. al., 2023, Oriji & Joel, 2024). While the FDA does not pre-approve dietary supplements before they are marketed, manufacturers are required to ensure that their products are safe and accurately labeled. The FDA conducts inspections of dietary supplement facilities to ensure compliance with current good manufacturing practices (cGMPs), which are regulations that govern the manufacturing, packaging, labeling, and holding of dietary supplements (Olatoye, et. al., 2024, Sarma, et. al., 2023, Sato, Kodama & Sengoku, 2020). The FDA also monitors the safety of dietary supplements through post-market surveillance and can take enforcement action against products that are found to be unsafe or misbranded.

Under DSHEA, dietary supplement manufacturers are responsible for ensuring the safety and efficacy of their products (Bailey, 2020, Dada, et. al., 2024, O'Dwyer & Vegiraju, 2020). Manufacturers must provide evidence to support any claims made about the benefits of their products, including claims related to lactation support. Additionally, dietary supplements must be labeled with certain information, including the name and quantity of each ingredient, the serving size, and the manufacturer's contact information.

The FDA requires that dietary supplements be produced in a manner that ensures their safety and that they are accurately labeled (Nwokediegwu, et. al., 2024, Oshioste, Okoye & Udokwu, 2023). This includes conducting appropriate tests or examinations to verify the identity, purity, strength, and composition of the ingredients used in the supplements. Manufacturers must also comply with certain labeling requirements, such as including a statement that the product is a dietary supplement and not a food or drug.

To ensure compliance with regulatory requirements, the FDA employs a variety of strategies. These include conducting inspections of dietary supplement facilities, monitoring product labeling and advertising, and responding to consumer complaints and adverse event reports (Darrow, Avorn & Kesselheim, 2020, Ibeh, et. al., 2024). The FDA also works closely with other federal agencies, such as the Federal Trade Commission (FTC), to enforce regulations and take enforcement action against companies that violate the law.

Additionally, the FDA provides guidance and resources to help manufacturers comply with regulatory requirements (Darrow, Avorn & Kesselheim, 2021 Ogunjide, Odejide & Edunjobi, 2024). This includes guidance documents on topics such as cGMPs, labeling requirements, and submitting new dietary ingredient notifications. By providing clear guidance and enforcing regulations, the FDA aims to protect consumers and ensure the safety and quality of dietary supplements, including lactation supplements, in the US.

#### **1.4. Challenges in Regulatory Compliance**

Regulatory compliance is a critical aspect of ensuring the safety, efficacy, and quality of lactation supplements. However, various challenges exist in both Nigeria and the United States that can hinder compliance efforts (Atadoga, et. al., 2024, Thakkar, et. al., 2020).

Nigeria faces significant regulatory capacity and enforcement challenges regarding dietary supplements, including lactation supplements (Abatan, et. al., 2024, Bannor, et. al., 2023). The National Agency for Food and Drug Administration and Control (NAFDAC) is responsible for regulating these products but often struggles with limited resources and infrastructure. This can lead to difficulties in conducting thorough inspections of manufacturing facilities and enforcing regulatory compliance. The presence of counterfeit and substandard products in the market further complicates enforcement efforts, as these products may not meet regulatory standards but are still sold to consumers (Amankwah-Amoah, Boso & Kutsoati, 2022, Oyewole, et. al., 2023). Improving regulatory capacity and enforcement is crucial to ensuring the safety and efficacy of lactation supplements in Nigeria.

In the United States, the regulatory process for dietary supplements, including lactation supplements, can be complex and challenging for manufacturers to navigate (Dada, et. al., 2024, Harnett, et. al., 2019). The Food and Drug Administration (FDA) requires manufacturers to comply with current good manufacturing practices (cGMPs), which are detailed regulations governing the manufacturing, packaging, labeling, and holding of dietary supplements. Meeting these requirements can be costly and time-consuming, especially for small manufacturers with limited resources. Additionally, the FDA's oversight of dietary supplements is primarily post-market, meaning that products are not required to undergo pre-market approval before being sold. This can create challenges in ensuring that products are safe and accurately labeled.

Compliance with regulatory requirements can have a significant impact on the cost of developing and manufacturing lactation supplements (Binns, Lee & Lee, 2018, Ebirim, et. al., 2024). Meeting cGMPs and other regulatory requirements often requires investment in equipment, training, and quality control measures, which can be expensive for manufacturers. These costs can be particularly burdensome for small manufacturers, potentially limiting their ability to innovate and develop new products. Additionally, the need to comply with regulatory requirements may result in higher prices for consumers, further complicating the market for lactation supplements (Cohen & Cassidy, 2022, Hassen, et. al., 2022, Oyewole, et. al., 2023). Finding ways to reduce compliance costs while maintaining product safety and efficacy is essential for promoting the development and availability of high-quality lactation supplements.

#### **1.5. Strategies for Ensuring Product Safety and Compliance**

Ensuring product safety and compliance with regulatory requirements is essential for manufacturers of lactation supplements. Several strategies can help companies navigate the complex regulatory landscape and meet the necessary standards: Following current good manufacturing practices (cGMPs) is crucial for ensuring the quality, safety, and efficacy of lactation supplements. Manufacturers should implement comprehensive quality control systems, including regular testing of raw materials and finished products, to meet cGMP requirements (Nwokediegwu, et. al., 2024, Vettorazzi, et. al., 2020).

Providing regular training to staff on regulatory requirements and best practices can help ensure that all employees understand their roles and responsibilities in maintaining compliance (Mhlongo, et. al., 2024, Mughal, 2022). Implementing robust quality control measures, such as batch testing and product monitoring, can help identify and address any potential issues with product quality or safety. Ensuring that product labels are accurate, clear, and compliant with regulatory requirements is essential. Labels should include all required information, such as ingredients, dosage instructions, and warnings.

Maintaining detailed records of manufacturing processes, testing results, and other relevant information is essential for demonstrating compliance with regulatory requirements. Establishing open lines of communication with regulatory agencies can help manufacturers stay informed about regulatory changes and expectations (Hastig & Sodhi, 2020, Ibeh, et. al., 2024). This can also help build a positive relationship with regulators, which can be beneficial in the event of an inspection or compliance issue. Conducting thorough audits of suppliers and ensuring that they meet regulatory requirements can help ensure the quality and safety of raw materials used in manufacturing.

Implementing a system for monitoring and reporting adverse events related to lactation supplements can help ensure that any safety issues are identified and addressed promptly. Regularly reviewing and updating processes and procedures based on feedback, audits, and new regulatory requirements can help ensure ongoing compliance and product safety (Klein, et. al., 2021, Ogundipe, Babatunde & Abaku, 2024). By implementing these strategies, manufacturers of lactation supplements can enhance product safety, maintain compliance with regulatory requirements, and build trust with consumers and regulatory agencies.

One key strategy for ensuring product safety and compliance with regulatory requirements in Nigeria is to strengthen the capacity of regulatory agencies, such as the National Agency for Food and Drug Administration and Control (NAFDAC) (Chukwu & Adibe, 2022, Obaigbena, et. al., 2024, Okoruwa & Onuigbo-Chatta, 2021). This can be achieved through increased funding, training, and resources for regulatory staff. By enhancing regulatory capacity, Nigeria can improve its ability to conduct inspections, enforce compliance with regulations, and respond to emerging issues in the market. Additionally, collaboration with international regulatory bodies and organizations can provide valuable expertise and support to help strengthen regulatory capacity in Nigeria.

In the United States, streamlining the regulatory process for dietary supplements, including lactation supplements, can help ensure product safety and compliance (Nwokediegwu, et. al., 2024, Sirois, et. al., 2023). This can be achieved by clarifying and simplifying regulatory requirements, reducing unnecessary administrative burdens, and improving communication between regulatory agencies and manufacturers. Streamlining the regulatory process can help expedite the approval of new products, reduce compliance costs for manufacturers, and ensure that products meet the necessary safety and efficacy standards.

Enhancing post-market surveillance and consumer awareness is another important strategy for ensuring product safety and compliance (Arote, Salade & Patil, 2023, Farayola, et. al., 2023, Harer, J. (2023). This can include implementing systems for monitoring and reporting adverse events related to lactation supplements, as well as educating consumers about the importance of using safe and effective products. By improving post-market surveillance and consumer awareness, regulatory agencies can more effectively identify and respond to safety concerns, and consumers can make more informed choices about the products they use.

In conclusion, strengthening regulatory capacity, streamlining the regulatory process, and enhancing post-market surveillance and consumer awareness are key strategies for ensuring product safety and compliance with regulatory requirements in Nigeria and the US (Ayorinde, et. al., 2024, Nwokike, 2023, Wang, et. al., 2023). By implementing these strategies, regulatory agencies can better protect public health and ensure the availability of safe and effective lactation supplements for consumers.

## 1.6. Comparative Analysis

In Nigeria, the National Agency for Food and Drug Administration and Control (NAFDAC) is responsible for regulating lactation supplements, while in the US, the Food and Drug Administration (FDA) oversees the regulation of dietary supplements, including lactation supplements (Adekanmbi, et. al., 2024, Oshioste, et. al., 2023). Nigeria has specific regulations governing the registration, labeling, and marketing of food and drug products, including lactation supplements. The US, on the other hand, has a more comprehensive set of regulations under the Dietary Supplement Health and Education Act (DSHEA), which includes requirements for product safety, labeling, and good manufacturing practices.

Enforcement of regulations in Nigeria may face challenges due to limited resources and infrastructure (Ogundipe & Abaku, 2024, Onokala & Olajide, 2020). In contrast, the FDA in the US has more resources and enforcement powers, including the ability to conduct inspections and issue recalls (Usman, et. al., 2024). Both Nigeria and the US face challenges in ensuring compliance with regulatory requirements, including issues related to product safety, labeling, and marketing claims. Strategies employed to address these challenges include increasing regulatory oversight, conducting regular inspections, and issuing guidelines for compliance.

Both countries recognize the importance of consumer awareness in ensuring the safe use of lactation supplements (Chopra, et. al., 2022, Nwokediegwu, et. al., 2024). Strategies such as public education campaigns and the dissemination of information through healthcare providers are employed to enhance consumer awareness. Both Nigeria and the US have systems in place for monitoring the safety of lactation supplements after they have been marketed. These systems help identify and address safety concerns and ensure that products remain safe for consumer use.

The differences in regulatory frameworks between Nigeria and the US can have significant implications for product development and market access (Dada, et. al., 2024, Mogaji, et. al., 2021, Osadume & Imide, 2024). Companies developing lactation supplements must navigate different regulatory requirements and standards in each country, which can impact product formulation, labeling, and marketing strategies.

Despite these challenges, similarities in the challenges faced and strategies employed by both countries suggest that there may be opportunities for collaboration and knowledge sharing (Biu, et. al., 2024, Morrison-Smith & Ruiz, 2020). By learning from each other's experiences, Nigeria and the US can work together to strengthen their regulatory frameworks and ensure the safe and effective use of lactation supplements for breastfeeding mothers.

---

## 2. Conclusion

In conclusion, the regulatory frameworks governing lactation supplements in Nigeria and the US present both challenges and opportunities for ensuring product safety and compliance. While Nigeria faces issues related to regulatory capacity and enforcement, the US grapples with the complexity of its regulatory process. Despite these differences, both countries share common challenges such as ensuring compliance with regulations, enhancing consumer awareness, and improving post-market surveillance.

To address these challenges, it is essential to strengthen regulatory capacity in Nigeria, streamline the regulatory process in the US, and enhance post-market surveillance and consumer awareness in both countries. Additionally, collaboration between regulators, industry stakeholders, and healthcare providers is crucial for sharing knowledge and best practices, and fostering a culture of safety and compliance.

Provide adequate funding, resources, and training for regulatory agencies in Nigeria to enhance their capacity for monitoring and enforcement. Simplify and clarify regulatory requirements in the US to reduce administrative burdens and expedite the approval of new products. Implement robust systems for monitoring and reporting adverse events related to lactation supplements in both countries to ensure timely identification and response to safety concerns.

Educate consumers about the importance of using safe and effective lactation supplements through public education campaigns and information dissemination. Collaboration between regulators, industry stakeholders, and healthcare providers is essential for addressing regulatory challenges and ensuring the safety and efficacy of lactation supplements. By working together, Nigeria and the US can improve their regulatory frameworks and better protect the health of breastfeeding mothers and their infants.

In conclusion, navigating regulatory challenges and safety considerations in lactation supplement development requires a concerted effort from all stakeholders. By implementing the recommendations outlined above and fostering collaboration, Nigeria and the US can strengthen their regulatory frameworks and ensure the availability of safe and effective lactation supplements for breastfeeding mothers.

---

## Reference

- [1] Abatan, A., Jacks, B. S., Ugwuanyi, E. D., Nwokediegwu, Z. Q. S., Obaigbena, A., Daraojimba, A. I., & Lottu, O. A. (2024). THE ROLE OF ENVIRONMENTAL HEALTH AND SAFETY PRACTICES IN THE AUTOMOTIVE MANUFACTURING INDUSTRY. *Engineering Science & Technology Journal*, 5(2), 531-542.

- [2] Abatan, A., Obaigbena, A., Ugwuanyi, E. D., Jacks, B. S., Umoga, U. J., Daraojimba, O. H., & Lottu, O. A. (2024). INTEGRATED SIMULATION FRAMEWORKS FOR ASSESSING THE ENVIRONMENTAL IMPACT OF CHEMICAL POLLUTANTS IN AQUATIC SYSTEMS. *Engineering Science & Technology Journal*, 5(2), 543-554.
- [3] Adekanmbi, A. O., Ani, E. C., Abatan, A., Izuka, U., Ninduwezuor-Ehiobu, N., & Obaigbena, A. (2024). Assessing the environmental and health impacts of plastic production and recycling. *World Journal of Biology Pharmacy and Health Sciences*, 17(2), 232-241.
- [4] Adekanmbi, A. O., Ninduwezuor-Ehiobu, N., Abatan, A., Izuka, U., Ani, E. C., & Obaigbena, A. (2024). Implementing health and safety standards in Offshore Wind Farms.
- [5] Adekanmbi, A. O., Ninduwezuor-Ehiobu, N., Izuka, U., Abatan, A., Ani, E. C., & Obaigbena, A. (2024). Assessing the environmental health and safety risks of solar energy production. *World Journal of Biology Pharmacy and Health Sciences*, 17(2), 225-231.
- [6] Ahmad, T., Zhang, D., Huang, C., Zhang, H., Dai, N., Song, Y., & Chen, H. (2021). Artificial intelligence in sustainable energy industry: Status Quo, challenges and opportunities. *Journal of Cleaner Production*, 289, 125834.
- [7] Ajayi-Nifise, A. O., Odeyemi, O., Mhlongo, N. Z., Ibeh, C. V., Elufioye, O. A., & Falaiye, T. (2024). Digital transformation in banking: The HR perspective on managing change and cultivating digital talent. *International Journal of Science and Research Archive*, 11(1), 1452-1459.
- [8] Ajayi-Nifise, A. O., Tula, S. T., Asuzu, O. F., Mhlongo, N. Z., Olatoye, F. O., & Ibeh, C. V. (2024). THE ROLE OF GOVERNMENT POLICY IN FOSTERING ENTREPRENEURSHIP: A USA AND AFRICA REVIEW. *International Journal of Management & Entrepreneurship Research*, 6(2), 352-367.
- [9] Amankwah-Amoah, J., Boso, N., & Kutsoati, J. K. (2022). Institutionalization of protection for intangible assets: Insights from the counterfeit and pirated goods trade in sub-Saharan Africa. *Journal of World Business*, 57(2), 101307.
- [10] Apeh, A. J., Hassan, A. O., Oyewole, O. O., Fakeyede, O. G., Okeleke, P. A., & Adaramodu, O. R. (2023). GRC strategies in modern cloud infrastructures: a review of compliance challenges. *Computer Science & IT Research Journal*, 4(2), 111-125.
- [11] Arote, K. S., Salade, D. A., & Patil, N. V. (2023). A Brief Review on Regulatory Affairs: Ensuring Compliance, Safety, and Market Access. *International Journal of Pharmaceutical Sciences*, 1(09), 1-1.
- [12] Atadoga, A., Awonuga, K. F., Ibeh, C. V., Ike, C. U., Olu-lawal, K. A., & Usman, F. O. (2024). HARNESSING DATA ANALYTICS FOR SUSTAINABLE BUSINESS GROWTH IN THE US RENEWABLE ENERGY SECTOR. *Engineering Science & Technology Journal*, 5(2), 460-470.
- [13] Ayorinde, O. B., Daudu, C. D., Okoli, C. E., Adefemi, A., Adekoya, O. O., & Ibeh, C. V. (2024). Reviewing the impact of LNG technology advancements on global energy markets.
- [14] Babatunde, S.O., Odejide, O.A., Edunjobi, T.E., & Ogundipe, D.O. (2024). The role of AI in marketing personalization: A theoretical exploration of consumer engagement strategies. *International Journal of Management & Entrepreneurship Research*, Volume 6, Issue 3.
- [15] Badnjević, A., Pokvić, L. G., Deumić, A., & Bećirović, L. S. (2022). Post-market surveillance of medical devices: A review. *Technology and Health Care*, 30(6), 1315-1329.
- [16] Bailey, R. L. (2020). Current regulatory guidelines and resources to support research of dietary supplements in the United States. *Critical reviews in food science and nutrition*, 60(2), 298-309.
- [17] Bannor, R. K., Arthur, K. K., Opong, D., & Opong-Kyeremeh, H. (2023). A comprehensive systematic review and bibliometric analysis of food fraud from a global perspective. *Journal of Agriculture and Food Research*, 100686.
- [18] Binns, C. W., Lee, M. K., & Lee, A. H. (2018). Problems and prospects: public health regulation of dietary supplements. *Annual review of public health*, 39, 403-420.
- [19] Biu, P. W., Nwokediegwu, Z. Q. S., Daraojimba, O. H., Majemite, M. T., & Obaigben, A. (2024). Advancements in geo-data analytics: Implications for US energy policy and business investment. *World Journal of Advanced Research and Reviews*, 21(1), 1422-1439.
- [20] Chakrabarti, S., Guha, S., & Majumder, K. (2018). Food-derived bioactive peptides in human health: Challenges and opportunities. *Nutrients*, 10(11), 1738.
- [21] Chauhan, P., Bali, A., & Kaur, S. (2024). Breaking Barriers for Accessible Health Programs: The Role of Telemedicine in a Global Healthcare Transformation. In *Transformative Approaches to Patient Literacy and Healthcare Innovation* (pp. 283-307). IGI Global.

- [22] Chidiebere, K. I., Ekwezia, V. A., Eyo-Udo, N. L., Ufoaro, O. A. I., Oshioste, E. E., DaraOjimba C. (2023). Bottle to Brand: Exploring How Effective Branding Energized Star Lager Beer's Performance in a Fierce Market. *Economic Growth and Environment Sustainability* (EGNES) <https://journals.indexcopernicus.com/search/article?articleId=3809416> . DOI:10.51594/estj.v4i3.559
- [23] Chopra, A. S., Lordan, R., Horbańczuk, O. K., Atanasov, A. G., Chopra, I., Horbańczuk, J. O., ... & Arkells, N. (2022). The current use and evolving landscape of nutraceuticals. *Pharmacological research*, 175, 106001.
- [24] Chukwu, O. A., & Adibe, M. (2022). Quality assessment of cold chain storage facilities for regulatory and quality management compliance in a developing country context. *The International journal of health planning and management*, 37(2), 930-943.
- [25] Cohen, M., & Cassidy, T. (2022). Milk from Mars. The challenges of regulating lab-produced (human) milk. *Food & Drug LJ*, 77, 6.
- [26] Dada, M. A., Majemite, M. T., Obaigbena, A., Oliha, J. S., & Biu, P. W. (2024). Zero-waste initiatives and circular economy in the US: A review: Exploring strategies, outcomes, and challenges in moving towards a more sustainable consumption model.
- [27] Dada, M. A., Obaigbena, A., Majemite, M. T., Oliha, J. S., & Biu, P. W. (2024). INNOVATIVE APPROACHES TO WASTE RESOURCE MANAGEMENT: IMPLICATIONS FOR ENVIRONMENTAL SUSTAINABILITY AND POLICY. *Engineering Science & Technology Journal*, 5(1), 115-127.
- [28] Dada, M. A., Oliha, J. S., Majemite, M. T., Obaigbena, A., & Biu, P. W. (2024). A REVIEW OF PREDICTIVE ANALYTICS IN THE EXPLORATION AND MANAGEMENT OF US GEOLOGICAL RESOURCES. *Engineering Science & Technology Journal*, 5(2), 313-337.
- [29] Darrow, J. J., Avorn, J., & Kesselheim, A. S. (2020). FDA approval and regulation of pharmaceuticals, 1983-2018. *Jama*, 323(2), 164-176.
- [30] Darrow, J. J., Avorn, J., & Kesselheim, A. S. (2021). FDA regulation and approval of medical devices: 1976-2020. *Jama*, 326(5), 420-432.
- [31] Ebirim, G. U., Asuzu, O. F., Ndubuisi, N. L., Adelekan, O. A., Ibeh, C. V., & Unigwe, I. F. (2024). WOMEN IN ACCOUNTING AND AUDITING: A REVIEW OF PROGRESS, CHALLENGES, AND THE PATH FORWARD. *Finance & Accounting Research Journal*, 6(2), 98-111.
- [32] Ebirim, G. U., Odonkor, B., Oshioste, E.E., Awonuga, K. F., Ndubiuisi, L. N., Adelekan, O. A., Unigwe, I. F. Evolving trends in corporate auditing: A systematic review of practices and regulations in the United States. <https://doi.org/10.30574/wjarr.2024.21.1.0312>.
- [33] Ebirim, Glory & Unigwe, Ifeyinwa & Asuzu, Onyeka Franca & Odonkor, Beryl & Oshioste, Ese & Okoli, Ugochukwu. (2024). A CRITICAL REVIEW OF ERP SYSTEMS IMPLEMENTATION IN MULTINATIONAL CORPORATIONS: TRENDS, CHALLENGES, AND FUTURE DIRECTIONS. *International Journal of Management & Entrepreneurship Research*. *World Journal of Advanced Research and Reviews*. <https://doi.org/10.51594/ijmer.v6i2.770> .
- [34] Ebirim, Glory & Unigwe, Ifeyinwa & Oshioste, Ese & Ndubuisi, Ndubuisi & Odonkor, Beryl & Asuzu, Onyeka Franca. (2024). Innovations in accounting and auditing: A comprehensive review of current trends and their impact on U.S. businesses. *International Journal of Science and Research Archive*. 11. 965-974. [10.30574/ijrsra.2024.11.1.0134](https://doi.org/10.30574/ijrsra.2024.11.1.0134)
- [35] Edunjobi Tolulope Esther & Odejide Opeyemi Abayomi, (2024) Theoretical frameworks in AI for credit risk assessment: Towards banking efficiency and accuracy. *International Journal of Scientific Research Updates* 2024, 07(01), 092-102 <https://doi.org/10.53430/ijrsru.2024.7.1.0030>
- [36] Ekeanyanwu, R. C., Agomo, S. O., & Nkwocha, C. C. (2023). Mineral Contents of Some Canned, Jarred, and Packaged Foods Commonly Consumed in South-East Nigeria. *Journal of food quality and hazards control*.
- [37] Ekwezia, A. V., Ikwue U., Oshioste, E.E., Ufoaro, O. A., Daraojimba, C. Strategic Marketing of Nigerian Textiles: Employing Data Analytics to Understand Global Consumer Preferences for Traditional Fabric Art: A Review. *Malaysian Business Management Journal*. DOI: 10.26480/mbmj.02.2023.114.123
- [38] Falaiye, T., Elufioye, O. A., Awonuga, K. F., Ibeh, C. V., Olatoye, F. O., & Mhlongo, N. Z. (2024). FINANCIAL INCLUSION THROUGH TECHNOLOGY: A REVIEW OF TRENDS IN EMERGING MARKETS. *International Journal of Management & Entrepreneurship Research*, 6(2), 368-379.
- [39] Farayola, O. A., Hassan, A. O., Adaramodu, O. R., Fakeyede, O. G., & Oladeinde, M. (2023). CONFIGURATION MANAGEMENT IN THE MODERN ERA: BEST PRACTICES, INNOVATIONS, AND CHALLENGES. *Computer Science & IT Research Journal*, 4(2), 140-157.



- [40] Harer, J. (2023). Post-Market Surveillance and Vigilance on the European Market. In *Medical Devices and In Vitro Diagnostics: Requirements in Europe* (pp. 585-623). Cham: Springer International Publishing.
- [41] Harnett, J. E., Ung, C. O. L., Hu, H., Sultani, M., & Desselle, S. P. (2019). Advancing the pharmacist's role in promoting the appropriate and safe use of dietary supplements. *Complementary therapies in medicine*, 44, 174-181.
- [42] Hassen, G., Belete, G., Carrera, K. G., Iriowen, R. O., Araya, H., Alemu, T., ... & DEBELE, T. K. (2022). Clinical implications of herbal supplements in conventional medical practice: a US perspective. *Cureus*, 14(7).
- [43] Hastig, G. M., & Sodhi, M. S. (2020). Blockchain for supply chain traceability: Business requirements and critical success factors. *Production and Operations Management*, 29(4), 935-954.
- [44] Ibeh, C. V., Awonuga, K. F., Okoli, U. I., Ike, C. U., Ndubuisi, N. L., & Obaigbena, A. (2024). A REVIEW OF AGILE METHODOLOGIES IN PRODUCT LIFECYCLE MANAGEMENT: BRIDGING THEORY AND PRACTICE FOR ENHANCED DIGITAL TECHNOLOGY INTEGRATION. *Engineering Science & Technology Journal*, 5(2), 448-459.
- [45] Iwuanyanwu, U., Apeh, A. J., Adaramodu, O. R., Okeleke, E. C., & Fakeyede, O. G. (2023). ANALYZING THE ROLE OF ARTIFICIAL INTELLIGENCE IN IT AUDIT: CURRENT PRACTICES AND FUTURE PROSPECTS. *Computer Science & IT Research Journal*, 4(2), 54-68.
- [46] Kerksick, C. M., Wilborn, C. D., Roberts, M. D., Smith-Ryan, A., Kleiner, S. M., Jäger, R., ... & Kreider, R. B. (2018). ISSN exercise & sports nutrition review update: research & recommendations. *Journal of the international society of sports nutrition*, 15, 1-57.
- [47] Klein, N. P., Lewis, N., Goddard, K., Fireman, B., Zerbo, O., Hanson, K. E., ... & Weintraub, E. S. (2021). Surveillance for adverse events after COVID-19 mRNA vaccination. *Jama*, 326(14), 1390-1399.
- [48] Lawrence, R. A., & Lawrence, R. M. (2021). *Breastfeeding: a guide for the medical professional*. Elsevier Health Sciences.
- [49] Majemite, M. T., Obaigbena, A., Dada, M. A., Oliha, J. S., & Biu, P. W. (2024). EVALUATING THE ROLE OF BIG DATA IN US DISASTER MITIGATION AND RESPONSE: A GEOLOGICAL AND BUSINESS PERSPECTIVE. *Engineering Science & Technology Journal*, 5(2), 338-357.
- [50] Mhlongo, N. Z., Olatoye, F. O., Elufioye, O. A., Ibeh, C. V., Falaiye, T., & Daraojimba, A. I. (2024). Cross-cultural business development strategies: A Review of USA and African. *International Journal of Science and Research Archive*, 11(1), 1408-1417.
- [51] Mogaji, E., Adeola, O., Hinson, R. E., Nguyen, N. P., Nwoba, A. C., & Soetan, T. O. (2021). Marketing bank services to financially vulnerable customers: evidence from an emerging economy. *International Journal of Bank Marketing*, 39(3), 402-428.
- [52] Morrison-Smith, S., & Ruiz, J. (2020). Challenges and barriers in virtual teams: a literature review. *SN Applied Sciences*, 2(6), 1-33.
- [53] Mughal, A. A. (2022). Building and Securing the Modern Security Operations Center (SOC). *International Journal of Business Intelligence and Big Data Analytics*, 5(1), 1-15.
- [54] Ng, J. Y., Kim, M., & Suri, A. (2022). Exploration of facilitators and barriers to the regulatory frameworks of dietary and herbal supplements: a scoping review. *Journal of Pharmaceutical Policy and Practice*, 15(1), 55.
- [55] Nwankwo, T. C., Oshioste, E. E., Okoye, C. C., & Udokwu, S. T. C. (2023). Effect of financial motivation as a tool for increasing employee efficiency: A study of Lafarge Cement Company Ewekoro. *Corporate Sustainable Management Journal (CSMJ)*.
- [56] Nwokediegwu, Z. Q. S., Dada, M. A., Daraojimba, O. H., Oliha, J. S., Majemite, M. T., & Obaigbena, A. (2024). A review of advanced wastewater treatment technologies: USA vs. Africa.
- [57] Nwokediegwu, Z. Q. S., Daraojimba, O. H., Oliha, J. S., Obaigbena, A., Dada, M. A., & Majemite, M. T. (2024). Review of emerging contaminants in water: USA and African perspectives.
- [58] Nwokediegwu, Z. Q. S., Majemite, M. T., Obaigbena, A., Oliha, J. S., Dada, M. A., & Daraojimba, O. H. (2024). Review of water reuse and recycling: USA successes vs. African challenges.
- [59] Nwokediegwu, Z. Q. S., Obaigbena, A., Majemite, M. T., Daraojimba, O. H., Oliha, J. S., & Dada, M. A. (2024). Review of innovative approaches in water infrastructure: Sustainable desalination and public-private partnerships.
- [60] Nwokediegwu, Z. Q. S., Ugwuanyi, E. D., Dada, M. A., Majemite, M. T., & Obaigbena, A. (2024). URBAN WATER MANAGEMENT: A REVIEW OF SUSTAINABLE PRACTICES IN THE USA. *Engineering Science & Technology Journal*, 5(2), 517-530.

- [61] Nwokediegwu, Z. Q. S., Ugwuanyi, E. D., Dada, M. A., Majemite, M. T., & Obaigbena, A. (2024). AI-DRIVEN WASTE MANAGEMENT SYSTEMS: A COMPARATIVE REVIEW OF INNOVATIONS IN THE USA AND AFRICA. *Engineering Science & Technology Journal*, 5(2), 507-516.
- [62] Nwokike, J. (2023). *Regulatory reliance and post-marketing surveillance systems for safe and accelerated introduction of new medical products in low-and middle-income countries* (Doctoral dissertation, University of Plymouth).
- [63] Obaigbena, A., Biu, P. W., Majemite, M. T., Oliha, J. S., & Dada, M. A. (2024). THE INTERSECTION OF GEOLOGY AND BUSINESS SUSTAINABILITY: A DATA-DRIVEN REVIEW OF US CORPORATE ENVIRONMENTAL STRATEGIES. *Engineering Science & Technology Journal*, 5(2), 288-312.
- [64] Odeyemi, O., Ibeh, C. V., Mhlongo, N. Z., Asuzu, O. F., Awonuga, K. F., & Olatoye, F. O. (2024). FORENSIC ACCOUNTING AND FRAUD DETECTION: A REVIEW OF TECHNIQUES IN THE DIGITAL AGE. *Finance & Accounting Research Journal*, 6(2), 202-214.
- [65] Odulaja, B. A., Ihemereze, K. C., Fakeyede, O. G., Abdul, A. A., Ogedengbe, D. E., & Daraojimba, C. (2023). HARNESING BLOCKCHAIN FOR SUSTAINABLE PROCUREMENT: OPPORTUNITIES AND CHALLENGES. *Computer Science & IT Research Journal*, 4(3), 158-184.
- [66] O'Dwyer, D. D., & Vegiraju, S. (2020). Navigating the Maze of Dietary Supplements: Regulation and Safety. *Topics in Clinical Nutrition*, 35(3), 248-263.
- [67] Ogundipe Damilola Oluwaseun, Odejide Opeyemi Abayomi, Edunjobi Tolulope Esther. 2024: Agile methodologies in digital banking: Theoretical underpinnings and implications for customer satisfaction. *Open Access Research Journal of Engineering and Technology*, 2024, 10 (02), 021-030 <https://doi.org/10.53022/oarjst.2024.10.2.0045>
- [68] Ogundipe, D.O (2024). The impact of big data on healthcare product development: A theoretical and analytical review. *International Medical Science Research Journal*, Volume 4, Issue 3. <https://doi.org/10.51594/imsrj.v4i3.932>
- [69] Ogundipe, D.O. & Abaku, E.A. (2024). Theoretical insights into AI product launch strategies for start-ups: Navigating market challenges. *International Journal of Frontiers in Science and Technology Research*, 2024, 06(01), 062-072. <https://doi.org/10.53294/ijfstr.2024.6.1.0032>
- [70] Ogundipe, D.O., Babatunde S.O., & Abaku, E.A. (2024). AI and product management: A theoretical overview from idea to market. *International Journal of Management & Entrepreneurship Research*, 2024, 6(3), 950-969. <https://doi.org/10.51594/ijmer.v6i3.965>
- [71] Ogundipe, D.O., Odejide, O.A., & Edunjobi, T.E (2024). Agile methodologies in digital banking: Theoretical underpinnings and implications for custom satisfaction. *Open Access Research Journal of Science and Technology*, 2024, 10(02), 021-030. <https://doi.org/10.53022/oarjst.2024.10.2.0045>
- [72] Ojonugwa, A. F., Gwom, D., & Gwom, S. (2021). The Role and Challenges of the National Agency for Food and Drug Administration and Regulation of Alternative Medicine in Nigeria. *World Health*.
- [73] Okoruwa, A., & Onuigbo-Chatta, N. (2021). Review of food safety policy in Nigeria. *JL Pol'y & Globalization*, 110, 57.
- [74] Oladeinde, M., Okeleke, E. C., Adaramodu, O. R., Fakeyede, O. G., & Farayola, O. A. (2023). COMMUNICATING IT AUDIT FINDINGS: STRATEGIES FOR EFFECTIVE STAKEHOLDER ENGAGEMENT. *Computer Science & IT Research Journal*, 4(2), 126-139.
- [75] Olatoye, F. O., Awonuga, K. F., Mhlongo, N. Z., Ibeh, C. V., Elufioye, O. A., & Ndubuisi, N. L. (2024). AI and ethics in business: A comprehensive review of responsible AI practices and corporate responsibility. *International Journal of Science and Research Archive*, 11(1), 1433-1443.
- [76] Onokala, P. C., & Olajide, C. J. (2020). Problems and challenges facing the Nigerian transportation system which affect their contribution to the economic development of the country in the 21st century. *Transportation Research Procedia*, 48, 2945-2962.
- [77] Opeyemi Abayomi Odejide & Tolulope Esther Edunjobi. March 2024. AI IN PROJECT MANAGEMENT: EXPLORING THEORETICAL MODELS FOR DECISION-MAKING AND RISK MANAGEMENT. *Open Access Engineering Science & Technology Journal* Volume 5, Issue 3, P.No. 1072-1085, *Engineering Science & Technology Journal*
- [78] Opeyemi Abayomi Odejide. (2024) Blockchain technology as a paradigm shift in banking security: Theoretical and practical insights. *Open Access Research Journal of Engineering and Technology*, 2024, 06 (01), 052-062 <https://doi.org/10.53022/oarjet.2024.6.1.0013>

- [79] Opia, J. E. (2020). Food Fraud in Nigeria: Challenges, Risks and Solutions.
- [80] Oriji, O. and Joel, O.S. (2024) 'Integrating accounting models with supply chain management in the aerospace industry: A strategic approach to enhancing efficiency and reducing costs in the U.S', *World Journal of Advanced Research and Reviews*, 21(03), pp. 1476–1489. Available at: <https://doi.org/10.30574/wjarr.2024.21.3>
- [81] Osadume, R. C., & Imide, I. O. (2024). DOES FINANCIAL MARKET ACCESS AFFECT MARITIME SECTOR GROWTH IN NIGERIA?. *African Banking and Finance Review Journal*, 9(9), 55-63.
- [82] Oshioste, E. E., Eigbadon, M. O., Okoye, C. C., & Udokwu, S. T. C. (2023). The implications of remote work: An analysis of Nigeria and the USA. <http://doi.org/10.26480/svs.01.2023.04.12> . *Social Values and Society (SVS)*.
- [83] Oshioste, E. E., Okoye, C. C., & Udokwu, S. T. C. (2023). The effectiveness of CSR in sustainable development: A case study of Total's oil exploration activities in the Niger-Delta region. *Economic Growth and Environment Sustainability*. <https://egnes.com.my/egnes-02-2023-57-65/> . DOI <https://doi.org/10.26480/egnes.02.2023.57.65>
- [84] Oyewole, O. O., Fakeyede, O. G., Okeleke, E. C., Apeh, A. J., & Adaramodu, O. R. (2023). Security considerations and guidelines for augmented reality implementation in corporate environments. *Computer Science & IT Research Journal*, 4(2), 69-84.
- [85] Sarma, N., Upton, R., Rose, U., Guo, D. A., Marles, R., Khan, I., & Giancaspro, G. (2023). Pharmacopeial standards for the quality control of botanical dietary supplements in the United States. *Journal of Dietary Supplements*, 20(3), 485-504.
- [86] Sato, K., Kodama, K., & Sengoku, S. (2020). Corporate characteristics and adoption of good manufacturing practice for dietary supplements in Japan. *International Journal of Environmental Research and Public Health*, 17(13), 4748.
- [87] Sirois, J., Reddy, S., Nguyen, T., Walker, H., Rendall, J., Bergen, G., ... & Wang, C. (2023). Safety considerations for dietary supplement manufacturers in the United States. *Regulatory Toxicology and Pharmacology*, 105544.
- [88] Sodiq Odetunde Babatunde, Opeyemi Abayomi Odejide, Tolulope Esther Edunjobi & Damilola Oluwaseun Ogundipe. March 2024 THE ROLE OF AI IN MARKETING PERSONALIZATION: A THEORETICAL EXPLORATION OF CONSUMER ENGAGEMENT STRATEGIES. *International Journal of Management & Entrepreneurship Research*, Volume 6, Issue 3, P.No.936-949, *International Journal of Management & Entrepreneurship Research*
- [89] Thakkar, S., Anklam, E., Xu, A., Ulberth, F., Li, J., Li, B., ... & Tong, W. (2020). Regulatory landscape of dietary supplements and herbal medicines from a global perspective. *Regulatory Toxicology and Pharmacology*, 114, 104647.
- [90] Thakur, S., Singh, A., Insa, B., & Sharma, S. (2023). Food fortification in India as malnutrition concern: a global approach. *Sustainable Food Technology*.
- [91] Udokwu, S. T. C., Okoye, C. C., Oshioste, E. E., Nwankwo, E. F., & Azubuike, N. U. (2023). The Role of Leadership On Organization Management: A Case Study Of First Bank In Abuja Metropolis. *Malaysian Business Management Journal*, 2(2). DOI: 10.26480/bedc.02.2023.52.57
- [92] Udokwu, S. T. C., Oshioste, E. E., Okoye, C. C., Nwankwo, E. F., & Azubuike, N. U. (2023): Impact of Human Resources Management on Organizational Performance: A Case Study. <https://csmj.com.my/archive/2csmj2023/2csmj2023-91-102.pdf>. <http://doi.org/10.26480/csmj.02.2023.91.102>
- [93] Usman, F. O., Eyo-Udo, N. L., Etukudoh, E. A., Odonkor, B., Ibeh, C. V., & Adegbola, A. (2024). A CRITICAL REVIEW OF AI-DRIVEN STRATEGIES FOR ENTREPRENEURIAL SUCCESS. *International Journal of Management & Entrepreneurship Research*, 6(1), 200-215.
- [94] Vettorazzi, A., López de Cerain, A., Sanz-Serrano, J., Gil, A. G., & Azqueta, A. (2020). European regulatory framework and safety assessment of food-related bioactive compounds. *Nutrients*, 12(3), 613.