



International Journal of Business and Management Invention

e-ISSN: 2319 – 8028 p-ISSN: 2319 – 801X

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It is certify that the paper entitled by “The Influence of Organizational Culture, Compensation and Leadership on Motivation and Job Satisfaction of Employees PT Intan Pariwara Regional Branch Manager 11 Balikpapan” has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Surahman
Journal Name: International Journal of Business and Management Invention (IJBMI)
Journal Web: www.ijbmi.org
Journal Type: Online & Offline
Review Type: Peer Review Refereed
Publication Year: 2021
Publication Month: May
Vol No.: 10
Issue No.: 05



Editor-In-Chief
International Journal of Business and Management Invention (IJBMI)
E-mail ID: ijbmi@invmails.com
Web: www.ijbmi.org

UGC Approval Serial Number: 4485 & UGC Journal Number: 46889



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Your article has been published with following details:

Author's Name: Zainal Ilmi
Journal Name: International Journal of Business and Management Invention (IJBMI)
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Journal Type: Online & Offline
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