



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 “Effect Of Work Characteristics On Employee Performance With Motivation And Jobsatisfaction As Mediator (Study On Financesection Of East Kutai Regency Secretariat)” has been published in International Journal of Business and Management Invention (IJBMI).

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Author's Name: Ariyono
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: September
Vol No.: 10
Issue No.: 09



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: Eny Rochaida

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: September

Vol No.: 10

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