



International Journal of Business and Management Invention

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

CERTIFICATE

It is certify that the paper entitled by "The Influence of the Work Environment and Extra Individual Behavior to the Organization on Job Satisfaction and Employee Performance of BPD Kaltimtara Main Branch Office Samarinda" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Fajri Bernas Gunarsa

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: 2024

Publication Month: February

Vol No.: 13

Issue No.: 02



Editor-In-Chief

International Journal of Business and Management Invention (IJBMI)

E-mail ID: ijbmi@invmails.com

Web: www.ijbmi.org

Impact Factor : 4.72

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



International Journal of Business and Management Invention

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

CERTIFICATE

It is certify that the paper entitled by "The Influence of the Work Environment and Extra Individual Behavior to the Organization on Job Satisfaction and Employee Performance of BPD Kaltimtara Main Branch Office Samarinda" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: *Hudayah Syarifah*

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: *2024*

Publication Month: *February*

Vol No.: *13*

Issue No.: *02*



Editor-In-Chief

International Journal of Business and Management Invention (IJBMI)

E-mail ID: ijbmi@invmails.com

Web: www.ijbmi.org

Impact Factor : 4.72

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



International Journal of Business and Management Invention

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

CERTIFICATE

It is certify that the paper entitled by "The Influence of the Work Environment and Extra Individual Behavior to the Organization on Job Satisfaction and Employee Performance of BPD Kaltimtara Main Branch Office Samarinda" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Zainurossalamia Saida
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: 2024
Publication Month: February
Vol No.: 13
Issue No.: 02



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

Impact Factor : 4.72

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