



# International Journal of Business and Management Invention

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

## **CERTIFICATE**

*It is certify that the paper entitled by “Effect of Incentives and Work Environmental On Employee Performance with Employee Satisfaction as Intervening Variable in Pt Mitra Pinasthika Mustika Finance Jember” has been published in International Journal of Business and Management Invention (IJBMI).*

### **Your article has been published with following details:**

*Author's Name: Eko Cahyono, Sri Wahyulelly Hana Setyanti, Deasy Wulandari*  
*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: 2018*  
*Publication Month: June*  
*Vol No.: 07*  
*Issue No.: 06*



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

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