



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 Effect of Self-Efficacy, Achievement Motivation, Competence, and Training Participation on Organizational Learning and Career Development, and Its Impact on Lecturer Performance at PGRI Colleges in East Java Province” has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: *Tri Achmad Budi Susilo, Ida Aju Brahmasari, Siti Mujanah, Sunu Priyawan*

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: *2019*

Publication Month: *Nov*

Vol No.: *08*

Issue No.: *11*



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