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# **CERTIFICATE**

It is certify that the paper entitled by "Workplace Incivility and Job Burnout and Work Engagement Effects on Turnover Intention of Coal Mining Company Employees in East Kalimantan" has been published in International Journal of Business and Management Invention (IJBMI).

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

Author's Name: Djoko Setyadi

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: December

Vol No.: 10

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Editor-In-Chief

International Journal of Business and Management Invention (IJBMI)

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