

## 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 Effects of Work From Home and Job Characteristics on Performance in a Indonesia Regional Government Agency: A Mediating Role of Motivation" has been published in International Journal of Business and Management Invention (IJBMI).

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

Author's Name: Zhikry Fitrian

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: March

*Vol No.*: 10

Issue No.: 03



Editor-In-Chief

International Journal of Business and Management Invention (IJBMI)

E-mail ID: ijbmi@invmails.com

Web: www.ijbmi.org



# 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 Effects of Work From Home and Job Characteristics on Performance in a Indonesia Regional Government Agency: A Mediating Role of Motivation" has been published in International Journal of Business and Management Invention (IJBMI).

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

Author's Name: Tetra Hidayati

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: March

*Vol No.*: 10

Issue No.: 03



Editor-In-Chief

International Journal of Business and Management Invention (IJBMI)

E-mail ID: ijbmi@invmails.com

Web: www.ijbmi.org



## 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 Effects of Work From Home and Job Characteristics on Performance in a Indonesia Regional Government Agency: A Mediating Role of Motivation" has been published in International Journal of Business and Management Invention (IJBMI).

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

Author's Name: Siti Maria

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: March

*Vol No.*: 10

Issue No.: 03



Editor-In-Chief

International Journal of Business and Management Invention (IJBMI)

E-mail ID: ijbmi@invmails.com

Web: www.ijbmi.org