

International Journal of Business and Management Invention

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

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It is certify that the paper entitled by "Leadership and Organizational Culture and Work Satisfaction Influence on Commitments Organizational and Peformance of Employees of PT Kaltim Industrial Estate in Bontang City" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name:	Rochyani Naditya
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:	April
Vol No.:	10
Issue No.:	04



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



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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
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Your article has been published with following details:

Author's Name:	Adi Wijaya
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:	April
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