



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 Wage Systems and Supervision on Organizational Commitment and Its Implications on Employee Performance at PT Karya Borneo Selaras” has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Muhammad Fauzan Fahlevi
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: August
Vol No.: 10
Issue No.: 08



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



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 Wage Systems and Supervision on Organizational Commitment and Its Implications on Employee Performance at PT Karya Borneo Selaras” has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Dirga Lestari
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: August
Vol No.: 10
Issue No.: 08



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



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 Wage Systems and Supervision on Organizational Commitment and Its Implications on Employee Performance at PT Karya Borneo Selaras” has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Sri Mintarti
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: August
Vol No.: 10
Issue No.: 08



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