

# 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 Distributive Justice and Organizational Commitment on Employee Performance with Job Satisfaction as a Mediation Variable in the DPRD City of Balikpapan" has been published in International Journal of Business and Management Invention (IJBMI).

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Author's Name:	Rahmatia
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:	2022
Publication Month:	June
Vol No.:	11
Issue No.:	06



Editor-In-Chief International Journal of Business and Management Invention (IJBMI) E-mail ID: ijbmi@invmails.com Web: www.ijbmi.org

Impact Factor: 4.72

UGC Approval Serial Number: 4485 & UGC Journal Number: 46889



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#### 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:	2022
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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
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