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CERTIFICATE

It is certify that the paper entitled by "The Impact of Workload and Individual Characteristic and Compensation on the Intensity of Turnover Intention with Organizational Commitment as An Intervening Variable in Momoo Milk Fresh in Samarinda" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Nonnita Listyoputeri

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