



# International Journal of Business and Management Invention

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

## **CERTIFICATE**

*It is certify that the paper entitled by “Impact of Work Motivation, Work Environment, Competence on the Performance of Hospital Administration Staff Dr. Soebandi Jember East Java Indonesia” has been published in International Journal of Business and Management Invention (IJBMI).*

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

*Author's Name: Artiantyo Wirjo Utomo, Nurul Qomariah, Nursaid*  
*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: 2019*  
*Publication Month: September*  
*Vol No.: 08*  
*Issue No.: 09*



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

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