



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 Competence and Job Satisfaction on Organizational Citizenship Behavior and Employee Performance*” has been published in *International Journal of Business and Management Invention (IJBMI)*.

Your article has been published with following details:

Author's Name: Putu Ayu Rusmayanti
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: January
Vol No.: 11
Issue No.: 01



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



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 Competence and Job Satisfaction on Organizational Citizenship Behavior and Employee Performance*” has been published in *International Journal of Business and Management Invention (IJBMI)*.

Your article has been published with following details:

Author's Name: Ni Nyoman Putu Martini
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: *January*
Vol No.: 11
Issue No.: 01



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



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 Competence and Job Satisfaction on Organizational Citizenship Behavior and Employee Performance*” has been published in *International Journal of Business and Management Invention (IJBMI)*.

Your article has been published with following details:

Author's Name: Nurul Qomariah
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: *January*
Vol No.: 11
Issue No.: 01



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