

## **PUBLICATION CERTIFICATE**

This is to certify that the manuscript entitled

Job Characteristics, Individual Characteristics, Affective Commitments and

Employee Performance

Submitted by <u>Purwadi Purwadi</u> has been published in

Research and Review: Human Resource and Labour Management

Volume <u>1</u> Issue <u>1</u> Year <u>2020</u>

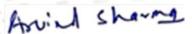




J-Gate | | Figshare | | Google Scholar | | Cite

Factor | | Zenodo | | Scientific Indexing Services | | Root Indexing





**Arvind Sharma** Managing Director, MAT Journals (A Unit of ARV Infomedia Pvt. Ltd.)