



## Certificate of Publication

This certifies that the research paper entitled **“The Effect of Organizational Justice, Organizational Climate and Competence on the Job Satisfaction of SMPN Teachers in District V Koto Kampung Dalam Padang Pariaman Regency”** authored by **“Khairani”** was reviewed by experts in this research area and accepted by the board of “Quest Journals Publication” which has published in **“Quest Journal of Research in Business and Management”**, ISSN (Online): 2347-3002, Volume-9, Issue-12, Series-1, Page No.: 08-18, December-2021.

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