



Certificate of Publication

This certifies that the research paper entitled “**Analysis of the Effect of Job Satisfaction and Compensation on Employee Performance Through Work Spirit**” authored by “**Surya Dewi**” 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-9, Series-1, Page No.: 53-58, September-2021.

Article is available online at <http://www.questjournals.org/jrbm/archive.html>

Impact Factor of the Journal is : 5.89

You may contact to Journal for any query at quest@editormails.com



Managing Editor
Quest Journals Inc.
Mail id: quest@editormails.com
Website: www.questjournals.org



Certificate of Publication

This certifies that the research paper entitled “**Analysis of the Effect of Job Satisfaction and Compensation on Employee Performance Through Work Spirit**” authored by “**Harsono**” 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-9, Series-1, Page No.: 53-58, September-2021.

Article is available online at <http://www.questjournals.org/jrbm/archive.html>

Impact Factor of the Journal is : 5.89

You may contact to Journal for any query at quest@editormails.com



Managing Editor
Quest Journals Inc.
Mail id: quest@editormails.com
Website: www.questjournals.org



Certificate of Publication

This certifies that the research paper entitled “**Analysis of the Effect of Job Satisfaction and Compensation on Employee Performance Through Work Spirit**” authored by “**Boge Triatmanto**” 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-9, Series-1, Page No.: 53-58, September-2021.

Article is available online at <http://www.questjournals.org/jrbm/archive.html>

Impact Factor of the Journal is : 5.89

You may contact to Journal for any query at quest@editormails.com



Managing Editor
Quest Journals Inc.
Mail id: quest@editormails.com
Website: www.questjournals.org