

This certifies that the research paper entitled "The Influence of Leadership, Competence, and Organizational Culture in Improving Job Satisfaction and Performance of School Superintendents" authored by "Sabirin" 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-10, Issue-9, Page No.: 06-14, September-2022.

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

(* Quest Journals *)

Managing Editor
Quest Journals Inc.

Mail id: quest@editormails.com Website: www.questjournals.org



This certifies that the research paper entitled "The Influence of Leadership, Competence, and Organizational Culture in Improving Job Satisfaction and Performance of School Superintendents" authored by "Mansyur Ramly" 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-10, Issue-9, Page No.: 06-14, September-2022.

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

* Quest Journals *

Managing Editor
Quest Journals Inc.

Mail id: quest@editormails.com Website: <u>www.questjournals.org</u>



This certifies that the research paper entitled "The Influence of Leadership, Competence, and Organizational Culture in Improving Job Satisfaction and Performance of School Superintendents" authored by "Bahar Sinring" 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-10, Issue-9, Page No.: 06-14, September-2022.

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

* Quest Journals *

Managing Editor
Quest Journals Inc.

Mail id: quest@editormails.com Website: www.questjournals.org



This certifies that the research paper entitled "The Influence of Leadership, Competence, and Organizational Culture in Improving Job Satisfaction and Performance of School Superintendents" authored by "Muh. Arif" 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-10, Issue-9, Page No.: 06-14, September-2022.

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

* Quest Journals *

Managing Editor
Quest Journals Inc.

Mail id: quest@editormails.com Website: <u>www.questjournals.org</u>