

## **Certificate of Publication**

This certifies that the research paper entitled "Strategies to Increase Employee Performance Through Job Satisfaction in Property Development Companies in Surabaya" authored by "Awan Indrawan" 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 Humanities and Social Science", ISSN (Online): 2321-9467, Volume-11, Issue-4, Page No. 09-17, [2023].

Article is available online at <a href="http://www.questjournals.org/jrhss/archive.html">http://www.questjournals.org/jrhss/archive.html</a>

Impact Factor of the Journal is: 6.14 Journal is Peer Reviewed Refereed Journal.

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



## **Certificate of Publication**

This certifies that the research paper entitled "Strategies to Increase Employee Performance Through Job Satisfaction in Property Development Companies in Surabaya" authored by "Dody Eka Putra" 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 Humanities and Social Science", ISSN (Online): 2321-9467, Volume-11, Issue-4, Page No. 09-17, [2023].

Article is available online at <a href="http://www.questjournals.org/jrhss/archive.html">http://www.questjournals.org/jrhss/archive.html</a>

Impact Factor of the Journal is: 6.14 Journal is Peer Reviewed Refereed Journal.

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

Managing Editor

Quest Journals Inc.

\* Quest Journals

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



## **Certificate of Publication**

This certifies that the research paper entitled "Strategies to Increase Employee Performance Through Job Satisfaction in Property Development Companies in Surabaya" authored by "Johan Hari Sukwanto" 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 Humanities and Social Science", ISSN (Online): 2321-9467, Volume-11, Issue-4, Page No. 09-17, [2023].

Article is available online at <a href="http://www.questjournals.org/jrhss/archive.html">http://www.questjournals.org/jrhss/archive.html</a>

Impact Factor of the Journal is: 6.14 Journal is Peer Reviewed Refereed Journal.

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