



RESEARCH PARKS
RESEARCH PARKS PUBLISHING INDONESIA

CERTIFICATE

THE CERTIFICATE IS PRESENTED TO:

Wiwid Ida Risnawati

**in recognition of the paper publication of the research paper on
International Journal on Economics, Finance and Sustainable
Development with the title:**

" Effect of Work Conflict, Work Stress and Satisfaction working on Employee Erformance
at PT. Federal International Financegroup (FIF-Group)Sidoarjo"

Vol. 04 No. 04 (2022): IJEFS

Date



Chief-Editor



SCAN
FOR
MORE



RESEARCH PARKS
RESEARCH PARKS PUBLISHING INDONESIA

CERTIFICATE

THE CERTIFICATE IS PRESENTED TO:

Mudji Astuti

**in recognition of the paper publication of the research paper on
International Journal on Economics, Finance and Sustainable
Development with the title:**

" Effect of Work Conflict, Work Stress and Satisfaction working on Employee Erformance
at PT. Federal International Financegroup (FIF-Group)Sidoarjo"

Vol. 04 No. 04 (2022): IJEFS

Date



Chief-Editor



SCAN
FOR
MORE



RESEARCH PARKS
RESEARCH PARKS PUBLISHING INDONESIA

CERTIFICATE

THE CERTIFICATE IS PRESENTED TO:

Tojirova Shaxlo

**in recognition of the paper publication of the research paper on
International Journal on Economics, Finance and Sustainable
Development with the title:**

**" Effect of Work Conflict, Work Stress and Satisfaction working on Employee Erformance
at PT. Federal International Financegroup (FIF-Group)Sidoarjo"**

Vol. 04 No. 04 (2022): IJEFS

Date



Chief-Editor



SCAN
FOR
MORE



RESEARCH PARKS
RESEARCH PARKS PUBLISHING INDONESIA

CERTIFICATE

THE CERTIFICATE IS PRESENTED TO:

Ismatova Dilafuruz

**in recognition of the paper publication of the research paper on
International Journal on Economics, Finance and Sustainable
Development with the title:**

**" Effect of Work Conflict, Work Stress and Satisfaction working on Employee Erformance
at PT. Federal International Financegroup (FIF-Group)Sidoarjo"**

Vol. 04 No. 04 (2022): IJEFS

Date



Chief-Editor



SCAN
FOR
MORE



RESEARCH PARKS
RESEARCH PARKS PUBLISHING INDONESIA

CERTIFICATE

THE CERTIFICATE IS PRESENTED TO:

Kodirova Dilnora

**in recognition of the paper publication of the research paper on
International Journal on Economics, Finance and Sustainable
Development with the title:**

" Effect of Work Conflict, Work Stress and Satisfaction working on Employee Erformance
at PT. Federal International Financegroup (FIF-Group)Sidoarjo"

Vol. 04 No. 04 (2022): IJEFS

Date



Chief-Editor



SCAN
FOR
MORE