



International Journal of Business and Management Invention

e-ISSN: 2319 – 8028 p-ISSN: 2319 – 801X

CERTIFICATE

It is certify that the paper entitled by "The Influence of Democratic Leadership on Discipline, Innovation and Employee Performance in PT Surya Harapan Jaya" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Emi Liana
Journal Name: International Journal of Business and Management Invention (IJBMI)
Journal Web: www.ijbmi.org
Journal Type: Online & Offline
Review Type: Peer Review Refereed
Publication Year: 2024
Publication Month: July
Vol No.: 13
Issue No.: 07



Editor-In-Chief
International Journal of Business and Management Invention (IJBMI)
E-mail ID: ijbmi@invmails.com
Web: www.ijbmi.org

Impact Factor : 4.72

UGC Approval Serial Number: 4485 & UGC Journal Number: 46889



International Journal of Business and Management Invention

e-ISSN: 2319 – 8028 p-ISSN: 2319 – 801X

CERTIFICATE

It is certify that the paper entitled by "The Influence of Democratic Leadership on Discipline, Innovation and Employee Performance in PT Surya Harapan Jaya" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Zamruddin Hasid
Journal Name: International Journal of Business and Management Invention (IJBMI)
Journal Web: www.ijbmi.org
Journal Type: Online & Offline
Review Type: Peer Review Refereed
Publication Year: 2024
Publication Month: July
Vol No.: 13
Issue No.: 07



Editor-In-Chief
International Journal of Business and Management Invention (IJBMI)
E-mail ID: ijbmi@invmails.com
Web: www.ijbmi.org

Impact Factor : 4.72

UGC Approval Serial Number: 4485 & UGC Journal Number: 46889



International Journal of Business and Management Invention

e-ISSN: 2319 – 8028 p-ISSN: 2319 – 801X

CERTIFICATE

It is certify that the paper entitled by "The Influence of Democratic Leadership on Discipline, Innovation and Employee Performance in PT Surya Harapan Jaya" has been published in International Journal of Business and Management Invention (IJBMI).

Your article has been published with following details:

Author's Name: Irsan Tri Cahyadinata
Journal Name: International Journal of Business and Management Invention (IJBMI)
Journal Web: www.ijbmi.org
Journal Type: Online & Offline
Review Type: Peer Review Refereed
Publication Year: 2024
Publication Month: July
Vol No.: 13
Issue No.: 07



Editor-In-Chief
International Journal of Business and Management Invention (IJBMI)
E-mail ID: ijbmi@invmails.com
Web: www.ijbmi.org

Impact Factor : 4.72

UGC Approval Serial Number: 4485 & UGC Journal Number: 46889