

ISSN 2549-7790 (Online) ISSN 1979-7192 (Print) https://journal.unesa.ac.id/index.php/bisma/index

STATEMENT OF ORIGINALITY

Submitted to BISMA (Bisnis dan Manajemen)

Title of the manuscript:

Effect of Job Satisfaction, Organizational Communication, Work Environment and Work Motivation on Church Employee Performance

Authors:

Jonathan Charmian Vivaldy and Nagian Toni

As the corresponding author I certify that this manuscript is original and its publication does not infringe any copyright.

As the corresponding author I declare that the manuscript has not been previously published, in whole or in part in any other journal or scientific publishing company. Also the manuscript does not participate in any other publishing process.

As the corresponding author I declare that all persons listed hereafter were committed in the creation of the paper and were informed about their participation.

Medan, 17 May/2020

Jonathan Charmian Vivaldy

*)This statement must be upload for supplementary/files while submitting your manuscript or sent back to jurnalbisma@unesa.ac.id