



Pis Doctor Ilmu Manajemen IIM



Riset Alumni Doctor Ilmu Manajemen UI

The 4th

International Research Conference on Management and Business

JAKARTA 14 December 2019

Ibis Hotel - Jakarta

CERTIFICATE — OF APPRECIATION —

This is to certify that

Monica Rahardian Ary Helmina

has participated in the conference as **PRESENTER**

Conference Chair

Prof. Dr. Hamidah, S.E., M.Si.

Head of Doctoral Program in Management UNJ

Keynote Speaker

Associate Prof. Elvira Solji

University of New South Wales