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LETTER OF ACCEPTANCE (LOA)

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Dear Author(s):

Zainal Arifin , Fauji Sanusi , Wawan Ichwanudin Ichwanudin , Moh. Mukhsin , Wawan Prahawan , Yanto Azieq Setya

Thank you for submitting your research paper to **Economics and Business Journal (ECBIS)**. We are pleased to inform you that your manuscript entitled:

"How Individualized Consideration Enhances Work-Life Balance: The Mediating Role of Organi-zational Citizenship Behavior and the Moderating Effect of Work Overload"

Based on the peer-review reports and editorial team decisions, your article has been officially **ACCEPTED** for publication in **Economics and Business Journal (ECBIS)**, scheduled for **Volume 4 No. 6 (2026)**.

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This certificate is proudly awarded to:

**Zainal Arifin , Fauji Sanusi , Wawan Ichwanudin
Ichwanudin , Moh. Mukhsin , Wawan Prahiawan , Yanto
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In recognition of the publication of the research paper titled:

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