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## LETTER OF ACCEPTANCE (LOA)

ID LoA: 571/ECBIS Journal/Vol4/No6/2026

Dear Author(s):

**Andi Yudistira Dwiyan Putra Romansyah, Zainal Ruma, Romansyah Sahabuddin**

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

***"Implementation of Green Human Resource Management and Employee Environmental Awareness in Fostering Organizational Citizenship Behavior for The Environment: Empirical Evidence From MSMEs in Makassar City "***

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)**.

Please check and monitor the status of your article after publication via our official journal portal using the article link: <https://ecbis.net/index.php/go//article/view/571>

This official acceptance letter can be used for administrative purposes. Thank you for your valuable contribution.

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# CERTIFICATE OF PUBLICATION

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*This certificate is proudly awarded to:*

**Andi Yudistira Dwiyan Putra Romansyah, Zainal Ruma,  
Romansyah Sahabuddin**

In recognition of the publication of the research paper titled:

***"Implementation of Green Human Resource Management and Employee  
Environmental Awareness in Fostering Organizational Citizenship Behavior for The  
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