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## LETTER OF ACCEPTANCE (LOA)

ID LoA: 597/ECBIS Journal/Vol4/No6/2026

Dear Author(s):

**Larry Steward, Hari Muharam, Agus Setyo Pranowo**

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

***"Job Satisfaction as a Mediator of Organizational Culture and Work Competence Effects on Nurses' Performance"***

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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# CERTIFICATE OF PUBLICATION

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*This certificate is proudly awarded to:*

**Larry Steward, Hari Muharam, Agus Setyo Pranowo**

In recognition of the publication of the research paper titled:

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