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LETTER OF ACCEPTANCE (LOA)

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Dear Author(s):

**Idayanti, Muhammad Raechan Syafruddin HS, Nissa Nadisa, Sitya Giona Nur Alam,
Muhammad Fatwatul Haq.**

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

***"From Informal Practice to Strategic Talent Management: A Qualitative Case Study
of AWA Group"***

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 3 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/612>

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

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Editor in Chief



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CERTIFICATE OF PUBLICATION

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This certificate is proudly awarded to:

**Idayanti, Muhammad Raechan Syafruddin HS, Nissa
Nadisa, Sitya Giona Nur Alam, Muhammad Fatwatul Haq.**

In recognition of the publication of the research paper titled:

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