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LETTER OF ACCEPTANCE (LOA)

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Dear Author(s):

Ferry Nursaifudin, Ikhlasih Amini, Suci Rianti Putri Ridwan, Idayanti Nursyamsi

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

"Developing Human Resource Strategy Through Internal and External Environmental Analysis : A Case Study of Kunawa Cafe Makassar"

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/620>

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CERTIFICATE OF PUBLICATION

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This certificate is proudly awarded to:

**Ferry Nursaifudin, Ikhlasiah Amini, Suci Rianti Putri
Ridwan, Idayanti Nursyamsi**

In recognition of the publication of the research paper titled:

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