





This certificate is awarded to

Fran Sayekti

as

Presenter

of a paper entitled "The influence of motivation, discipline and work experience on employee performance with work environment as a moderation variable"

in The 1st Dinasti International Conference on Digital Business and Management Bandung, Indonesia, 20 Petruary 2020

Chief Editor Dinasti Publisher Dr. Zikri Muhammad (DIJDBM)

Dean Faculty of Business Economics Dr. H. Deden Komar Priatna Universitas Winaya Mukti

















