



## Certificate of Publication

This certifies that the research paper entitled **“The Effect of TPP Incentives (Income Improvement Allowance), Presence, Work Culture, and Work Discipline Against Employee Performance at the Department of Population and Civil Registration of Malang Regency”** authored by **“Dina Ambar S.”** was reviewed by experts in this research area and accepted by the board of “Quest Journals Publication” which has published in **“Quest Journal of Research in Business and Management”**, ISSN (Online): 2347-3002, Volume-9, Issue-11, Series-1, Page No.: 28-38, November-2021.

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