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# CERTIFICATE OF ATTENDANCE

This certificate is awarded to

**JUNIATO SIDAURUK**

Has attended at

**“The 2023 International Conference of UNAIR Postgraduate School  
(ICPS 2023) Hybrid International Conference | 5 September 2023”**

**Prof. Dr. Fendy Suhariadi, MT., Psikolog**

Conference Chair of ICPS 2023

Head of Doctoral Program on Human Resource Development,  
The Postgraduate School of Universitas Airlangga