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Date: November 6th, 2023 Subject: Acceptance Letter

Dear, **Sundjoto**

Congratulations!

We glad to inform you that your research paper entitled "ANALYSIS OF THE EFFECT OF TRAINING, WORK DISCIPLINE AND LEADERSHIP ON EMPLOYEE PERFORMANCE (STUDY OF SECURITY GUARDS AT SURABAYA STATE UNIVERSITY)" has been <u>accepted</u> for Dinasti International Journal of Digital Business Management (DIJDBM) [ISSN 2715-4203 (Online), 2715-419X (Print)] and will be published on Volume 4 Issue 6 on (October - November 2023).

This letter is official confirmation of acceptance of your research paper. Your Journal would be indexed in SINTA, EBSCO, Copernicus, GARUDA, Google Scholar, Directory of Research Journal Indexing, Eurasian Scientific Journal Index, and One Search.

We look forward to receiving your future research papers.

Yours Sincerely,

appl

Prof. Dr. Ir. Hapzi Ali, MM., CMA., MPM Editor in Chief https://dinastipub.org/DIJDBM dinasti.info@gmail.com

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