



Innovative: Journal Of Social Science Research
Universitas Pahlawan Tuanku Tambusai

LETTER OF ACCEPTANCE (LoA)
No. 2717/INNOVATIVE/VII/2023

The Editor in Chief of Innovative Journal has been received the article:

In The Name Of : **Benjamin Alexander, Eben Ezer Nainggolan, Etik Darul Muslikah**

Title : Big Five Personality dan Work Engagement Karyawan di Surabaya

Institution : Universitas 17 Agustus 1945 Surabaya

And pleased to inform you that the article has completed its review and will be published in the Innovative: Journal Of Social Science Research Volume 3 Number 4 of 2023 (E- ISSN 2807-4238 and P-ISSN 2807-4246). This journal is indexed by Sinta 5, Moraref, One Search, Base and Google Scholar. Thus, this letter of statement is prepared to be used properly.

Bangkinang, 25 July 2023
Signed below

Putri Hana P, M.Pd