



# Certificate of Publication



This is to confirm that

**Moh. Iman Rachmawan**

Published following article

The Effect Of Use Of Video Conferences On The Level Of  
Employee Communication Satisfaction During The Covid-19  
Pandemic (Case Study of PT. Grapari Telkomsel Branch Palu)

Volume 12, Issue 8, pp: 33-36

[www.ijres.org](http://www.ijres.org)

**A Peer Reviewed referred Journal**

**Impact Factor : 7.52**

**International Journal of Research in Engineering and  
Science (IJRES)**

**ISSN: 2320-9364 IJRES is Peer Reviewed Refereed.**

**Editor-In-Chief**



# Certificate of Publication



This is to confirm that

**Muhammad Khairil**

Published following article

The Effect Of Use Of Video Conferences On The Level Of  
Employee Communication Satisfaction During The Covid-19  
Pandemic (Case Study of PT. Grapari Telkomsel Branch Palu)

Volume 12, Issue 8, pp: 33-36

[www.ijres.org](http://www.ijres.org)

**A Peer Reviewed referred Journal**

**Impact Factor : 7.52**

**International Journal of Research in Engineering and  
Science (IJRES)**

**ISSN: 2320-9364 IJRES is Peer Reviewed Refereed.**

**Editor-In-Chief**



# Certificate of Publication



This is to confirm that

**Fadhiah**

Published following article

The Effect Of Use Of Video Conferences On The Level Of  
Employee Communication Satisfaction During The Covid-19  
Pandemic (Case Study of PT. Grapari Telkomsel Branch Palu)

Volume 12, Issue 8, pp: 33-36

[www.ijres.org](http://www.ijres.org)

**A Peer Reviewed referred Journal**

Impact Factor : 7.52

International Journal of Research in Engineering and  
Science (IJRES)

**ISSN: 2320-9364** IJRES is Peer Reviewed Refereed.

Editor-In-Chief