



INOVASI BERNAS



**ICoPsy
2021**

The Virtual Conference

CERTIFICATE

NUMBER : 10.9.5/UN32.8/TU/2021

THIS IS TO CERTIFY THAT

Dr. Frikson Christian Sinambela, M.T., Psikolog

Has Participated as

Presenter

with paper titled

Engaging Leadership and Innovative Work Behaviour Among Millennials in Bank X: The Role of Work Engagement as a Mediator

**The International Conference of Psychology (ICoPsy) 2021
Faculty of Psychology, State University of Malang
held on September 11 , 2021.**

**“THE FUTURE OF
WELL BEING
IN DISRUPTIVE ERA:
INTEGRATION
BETWEEN RESEARCH
AND PRACTICE”**

Dr. Nur Eva, S.Psi., M.Psi.

Chairperson



Fath

Prof. Dr. Fattan Hanurawan, M.Si., M.Ed.

Dean of Faculty of Psychology