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Dear Author (s):

Sherly Irawati & Yohana F. C. P. Meilani Thank you for sending your best article to be published on **Transekonomika** entitled:

" PENGARUH WORK-LIFE BALANCE, PENGEMBANGAN KARIR, DAN KOMPENSASI TERHADAP TURNOVER INTENTION PADA GENERASI Z DI E-COMMERCE "

Based on the results of the review and the decision of the editorial team, the article is declared **ACCEPTED** to be published on **Transekonomika** on **Vol 4 Issue 6 - November 2024**.

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Thus, we convey this certificate to be used properly, we say Thank You.

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