



CERTIFICATE

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Presented to :

Ika Andrini Farida

Has Participated as
PRESENTER

**PROACTIVE PERSONALITY AS A PREDICTOR OF CAREER ADAPTABILITY OF CREATIVE INDUSTRY
EMPLOYEES IN MALANG CITY**

In The International Conference of Psychology (ICoPsy)
on Saturday, June 17th 2023



Dr. Tutut Chusniyah, M.Si

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ICOPSY 2023