



Innovative: Journal Of Social Science Research  
Universitas Pahlawan Tuanku Tambusai

**LETTER OF ACCEPTANCE (LoA)**

No: 329/INNOVATIVE/III/2023

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

**In the name of : Sutrisno**

**Title : Analyse the Benefits and Challenges of Implementing Flexible Working Arrangements for Employees**

**Institution : Universitas PGRI Semarang**

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 1 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, March 21<sup>nd</sup> 2023

Signed below,

  
  
Putri Hana P, M.Pd