

**JOURNAL ARTICLE PUBLICATION STATEMENT**

**Letter Of Accepted (LoA)**

Number : 1163/JMA/Vol3/No8/2025

Dear.

**Khalid Al Hadrang Smith, Annisa Sari, Nur Fadillah Suprayitno, Kurniawan Harminsyah Baharuddin.**

Thank you for submitting your best article to be published on **Jurnal Media Akademik (JMA)** with the title:

**"ADAPTING HR DIGITALIZATION STRATEGIES IN TANAH LAUT'S  
MSMES AMID THE FOURTH INDUSTRIAL REVOLUTION"**

Based on the results of the review and the decision of the editorial team, the article is declared **ACCEPTED** for publication in the **Jurnal Media Akademik (JMA)** edition **Volume 3 Number 8 Agustus 2025**.

Thus we submit this letter of information to be used as it should be, we express our gratitude.

**No Reg : LOA20250822063833**

Sidoarjo, 22 August 2025

Editor In Chief



The authenticity of the LOA can be checked by scanning the QR code on the side!

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**Muhammad Rifqi Nur Wachid Adi Pratama, C.PS., C.WS**

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