



Letter of Acceptance (LoA)

No : 5547/LPPJPHKI/I/2024



Dear author (s),

This is to inform you that manuscript entitled,

The Influence Of Organizational Culture, Organizational Commitment, And Organizational Communication On Employee Performance At PT. PLN (Persero) UP3 Sidoarjo

By author(s)

Fita Widi Rahmawati, Kumara Adji Kusuma, Rifdah Abadiyah, Sumartik

has passed two reviewers with the details in the following:

[REVIEW RESULTS]

Double-blind review form (First reviewer)

Thank you for agreeing to be a reviewer. We are keen to ensuring a high standard of articles published in European –American Journals, and the manuscript that is being sent to you has been submitted after a first selection process based on the agreement of the Editors. In general, the standard of manuscripts forwarded to me after the vetting is good. To this end, we would be grateful if you would, wherever possible, provide constructive feedback to enable the author(s) improve the manuscript before publication.

Please complete the table below and rate the article on the issues described. As with all double-blind review

No	Please rate the following(5=excellent, 1= poor)	1	2	3	4	5
1	What is the Quality of Article Titles					*
2	How is the Quality of the Manuscript Content of the Abstract Section					*
3	How is the Quality of the Manuscript Content of the Introduction Section					*
4	How is the quality of the manuscript content of the literature review section					*
5	What is the quality of the manuscript content Research Methods					*
6	How is the Quality of the Manuscript Content of the Results and Discussion Section					*
7	What is the quality of the manuscript content of the closing section				*	
8	What is the quality of the references used					*

Decision regarding the paper

- (*) Accept the paper in its current format
- (.) Accept the paper with minor changes
- (:) Resubmit with the major changes
- () Decline the submission

Comments:

The title of this article is very interesting and relevant to the topic discussed. The use of key words such as "Influence," "Organizational Culture," "Organizational Commitment," and "Organizational Communication" appropriately reflects the focus of the research. A good title provides a clear picture of the article content.

The abstract of this article is very informative and concise. Provide a clear summary of the research objectives, methodology and main results. The language used is very easy to understand and is able to attract the reader's attention to continue reading.

The introduction effectively describes the background of the problem, provides context for the research, and details the research objectives well. The use of relevant literature and supporting statistical data adds strength to this section.

The literature review provides an in-depth understanding of the theoretical framework of the research. Presentation of information from trusted and up-to-date sources reflects the quality of research. Integrating theories related to the research topic helps support the conceptual foundation well.

The research methods section explains in detail the research design, population, data collection techniques and analysis used. Openness and transparency in conducting research increases readers' confidence in the results achieved.

This section describes the research results systematically and comprehensively. In-depth data analysis accompanied by relevant interpretations provides a good understanding of the research findings. The relationships between key variables are discussed clearly and accompanied by support from current literature.

The concluding section summarizes key findings, practical implications, and suggestions for further research. The conclusion provides a good understanding of the contribution of the research to the understanding of the topic discussed.

The references used are very relevant and updated. The use of academic sources and reputable journals increases the credibility of the research. The comprehensive reference list reflects the author's efforts to present a solid knowledge base for readers.

[REVIEW RESULTS]

Double-blind review form (Second reviewer)

Thank you for agreeing to be a reviewer. We are keen to ensure a high standard of articles for European –American Journals and the manuscript that is being sent to you has been submitted after a first selection process based on the agreement of the Associate Editors. In general the standard of manuscripts forwarded to me after the vetting is good. To this end we would be grateful if you would, wherever possible, provide constructive feedback to enable the author improve the manuscript before publication

Please complete the table below and rate the article on the issues described. As with all double-blind reviewing, any comments you make will be passed to the authors on an anonymous basis.

No	Please rate the following(5=excellent, 1= poor)	1	2	3	4	5
1	What is the Quality of Article Titles				*	
2	How is the Quality of the Manuscript Content of the Abstract					*
3	How is the Quality of the Manuscript Content of the Introduction					*
4	How is the quality of the manuscript content of the literature				*	
5	What is the quality of the manuscript content Research Methods					*
6	How is the Quality of the Manuscript Content of the Results and					*
7	What is the quality of the manuscript content of the closing section				*	
8	What is the quality of the references used					*

Decision regarding the paper

- (*) Accept the paper in its current format
- () Accept the paper with minor changes
- () Resubmit with the major changes
- () Decline the submission

Comments:

The title of this article is catchy and reflects well the focus of the research. The use of key words such as "Organizational Culture," "Organizational Commitment," and "Organizational Communication" provides a clear picture of the scope of the research. A good title should give readers motivation to read further. The abstract of this article is excellent, providing a clear summary of the research aims, methodology used, and main results. The language used is easy to understand and communicates the essence of the research concisely. This abstract effectively provides the reader with a strong initial overview. The introductory section nicely describes the background of the research and sets the appropriate context. The problem statement and research objectives are clearly stated. There is a good understanding of the urgency and relevance of the topics discussed. This article's literature review is in-depth and includes a variety of relevant sources. The presentation of information is well structured and provides a solid basis for research. The quality of the literature used indicates serious research efforts and a deep understanding of the theoretical framework. The research methods section provides comprehensive details about the research design, population, data collection techniques, and analyzes used. Clarity and transparency in the presentation of methodology increases the validity of research. Readers can easily understand the steps taken during the research. This section covers the research results well, providing in-depth and relevant analysis. Interpretation of results and relationships between variables is provided clearly. The discussion is accompanied by literature support that strengthens the research findings. The concluding section effectively summarizes the important findings and provides practical implications. There is a good connection between the findings and the research objectives. The conclusion provides a strong closure to the article. The references used are very good, including credible and up-to-date sources. This reference list reflects the accuracy and quality of the information used in the research. The authors have ensured that the knowledge base used for this article is verifiable and academically acceptable.

Based on the review results, manuscript entitled,

The Influence Of Organizational Culture, Organizational Commitment, And Organizational Communication On Employee Performance At PT. PLN (Persero) UP3 Sidoarjo

is accepted for publication in "Ekombis Review: Jurnal Ilmiah Ekonomi dan Bisnis " and will be published in Volume 12, No. 2, July 2024.

Bengkulu, 07 Februari 2024

Editor-in-Chief,



Karona Cahya Susena, SE, MM

Dikelola Oleh:

