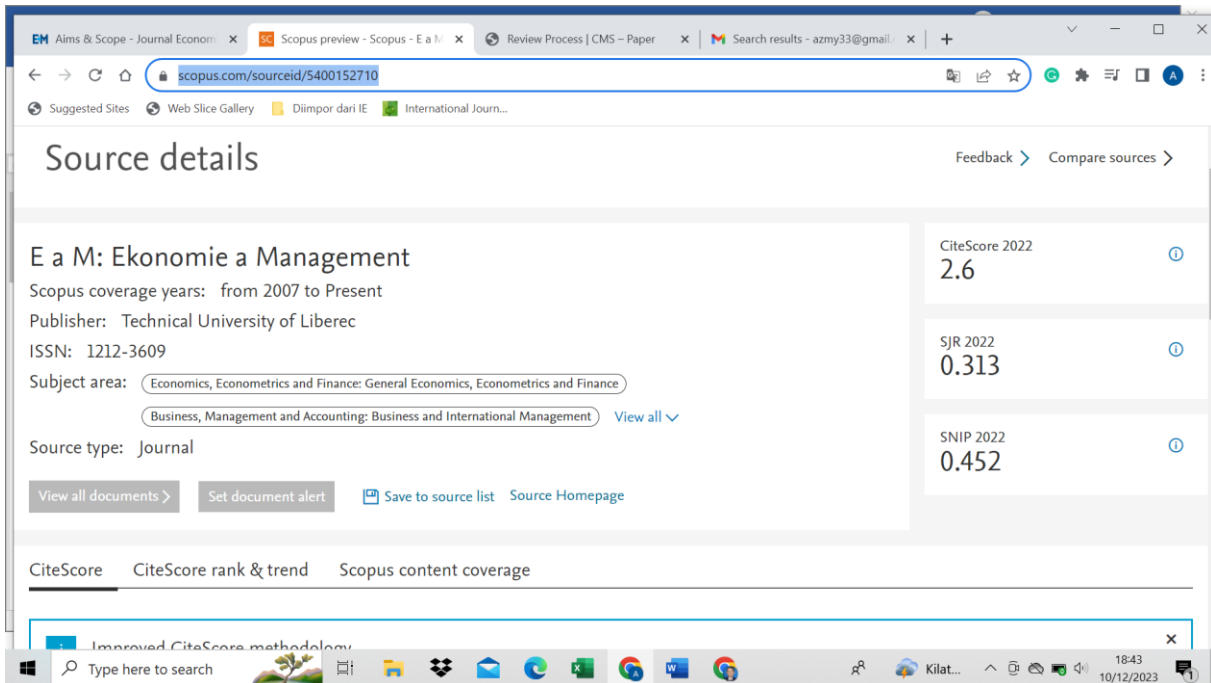


## BUKTI KORESPONDENSI SCOPUS JURNAL

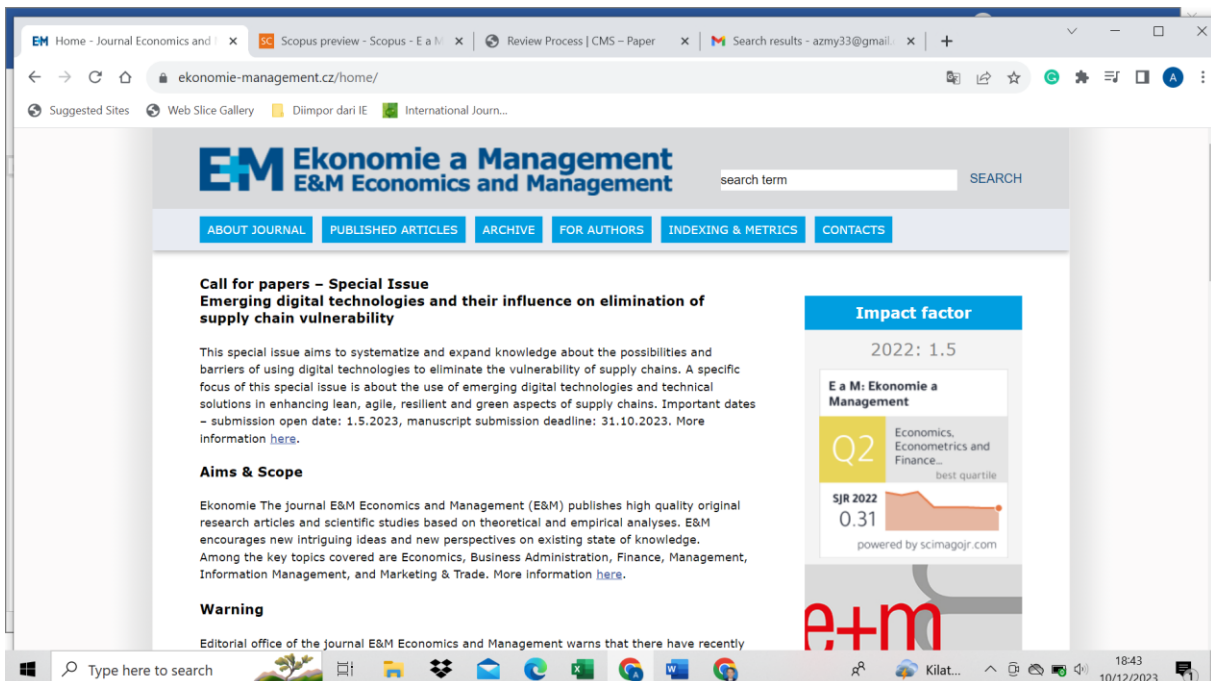
The Effect Psychological Contract, Employer Branding and Job Satisfaction on Turnover Intention: Organizational Commitment as Moderating Variable at Start-up IT Company

SCOPUS JURNAL : E&M Economics and Management (E&M)

SCOPUS LINK : <https://www.scopus.com/sourceid/5400152710>



The screenshot shows the Scopus Source Details page for 'E a M: Ekonomik a Management'. The page displays the journal's name, Scopus coverage years (from 2007 to Present), publisher (Technical University of Liberec), ISSN (1212-3609), and subject areas (Economics, Econometrics and Finance; Business, Management and Accounting). Key metrics are listed: CiteScore 2022 (2.6), SJR 2022 (0.313), and SNIP 2022 (0.452). The source type is identified as a Journal. Navigation options include 'View all documents', 'Set document alert', 'Save to source list', and 'Source Homepage'.



The screenshot shows the homepage of the journal 'E&M Economics and Management'. The page features a search bar, navigation tabs for 'ABOUT JOURNAL', 'PUBLISHED ARTICLES', 'ARCHIVE', 'FOR AUTHORS', 'INDEXING & METRICS', and 'CONTACTS'. A 'Call for papers - Special Issue' is highlighted, focusing on 'Emerging digital technologies and their influence on elimination of supply chain vulnerability'. The 'Impact factor' section displays a 2022 impact factor of 1.5, placing the journal in the Q2 quartile (best quartile) with an SJR 2022 of 0.31. The 'Aims & Scope' section describes the journal's focus on high-quality original research articles in Economics, Business Administration, Finance, Management, Information Management, and Marketing & Trade.


1. PROSES SUBMISSION : ARTIKEL INI DISUBMIT PADA TANGGAL 27 SEPTEMBER 2022

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| step 1<br>submitted by<br>the author | step 2<br>PR -<br>submitted by<br>the author | step 3<br>PR - assigned<br>to evaluation | step 4<br>PR - accepted<br>for evaluation | step 5<br>PR -<br>evaluation<br>performed | step 6<br>PR - author<br>notified<br>about result | step 7<br>PR - prepared<br>by the author<br>for RR | step 8<br>RP - waiting for a<br>reviewer<br>assignment | step 9<br>RP - reviews<br>in progress | step 10<br>RP -<br>returned for<br>review | <b>step 11<br/>RP -<br/>edited by<br/>the author</b> | <b>step 12<br/>RP -<br/>completed</b> | step 13<br>RP -<br>declined |
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**Code:** 512

**Title:** **The Effect Psychological Contract, Employer Branding and Job Satisfaction on Turnover Intention: Organizational Commitment as Moderating Variable at Start-up IT Company**

**Abstract:** The present study analyzes the direct and indirect effects of the psychological contract, employer branding, and job environment on turnover intention in IT start-up companies. Organizational commitment was employed as the moderating variable. The study was conducted in several IT start-up companies in Jakarta, focusing on four business fields: educational technology, IT consulting, software and hardware, and IT infrastructure. Respondents were 162 employees of IT start-up companies, recruited using a purposive sampling technique. Applying Partial Least Square, this study found that psychological contract, employer branding, and job environment, directly and indirectly, affect turnover intention. Organizational commitment was found to have the most significant direct effect on turnover intention. Meanwhile, employer branding exhibited the most significant indirect effect on turnover intention. IT start-up companies need to strengthen their psychological contract, employer branding, and job environment in order to minimize turnover intention. Employees are a long-term


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**Title:** **The Effect Psychological Contract, Employer Branding and Job Satisfaction on Turnover Intention: Organizational Commitment as Moderating Variable at Start-up IT Company**

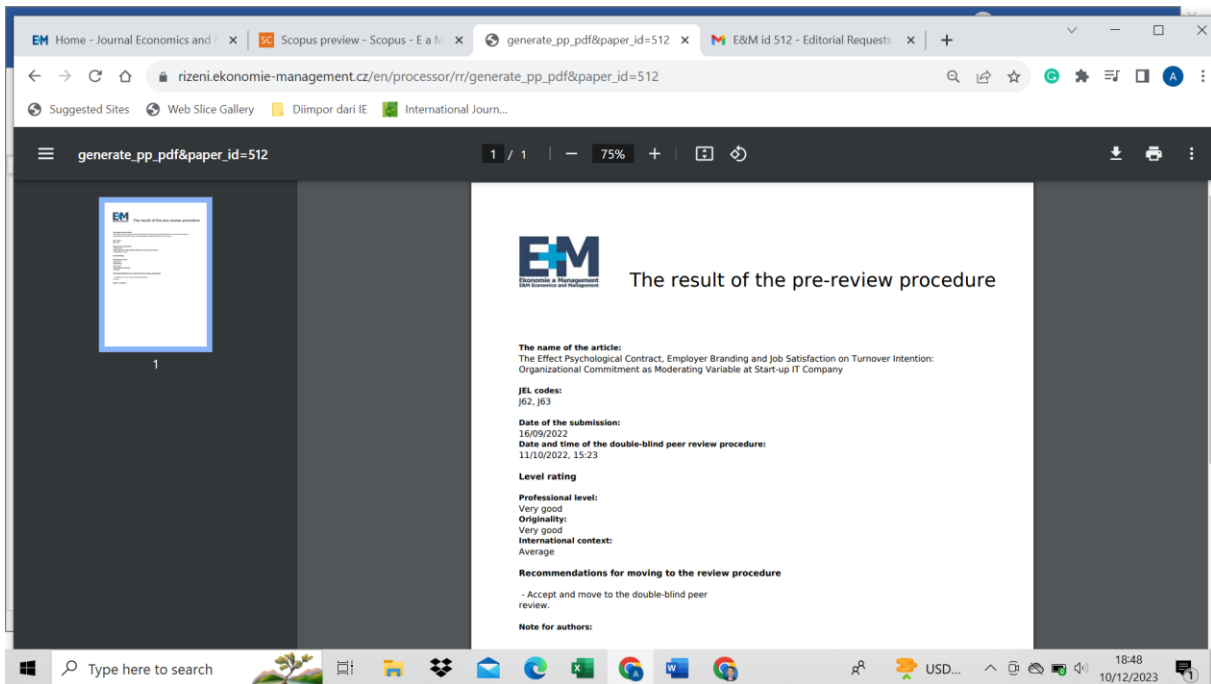
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**JEL codes:** J62, J63

**Files:** Full version: [Em\\_aAffiliation.docx](#)  
Anonymized version: [Em\\_awljou\\_filiation.docx](#)  
Other attachments: [AppendixM\\_management.docx](#)

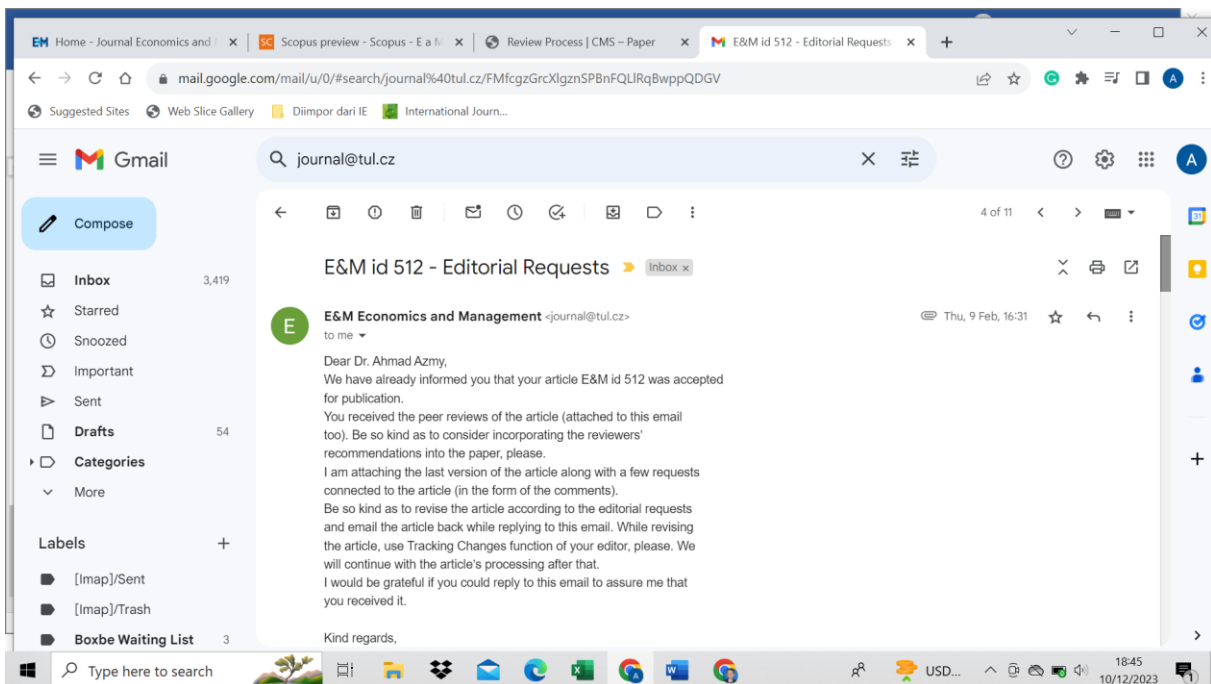
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## 2. PEER REVIEW

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## Review Report

**The name of the article:**  
The Effect Psychological Contract, Employer Branding and Job Satisfaction on Turnover Intention: Organizational Commitment as Moderating Variable at Start-up IT Company

**JEL codes:**  
J62, J63

**Date of the submission:**  
16/09/2022

**Date and time of the double-blind peer review procedure:**  
29/11/2022, 16:19

**Category with respect to its content and structure and evaluate it on the given scale:**  
1. Scientific paper based on original research

**Evaluate the contents of the paper**

1. Does the paper contain new knowledge?  
4
2. Is the paper methodologically valuable?  
4
3. Are the methods used correct?

18:57

18:45  
10/12/2023

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**Evaluate the contents of the paper**

1. Does the paper contain new knowledge?  
4
2. Is the paper methodologically valuable?  
4
3. Are the methods used correct?  
4
4. Do the presented results have any practical applications?  
4
5. Does the paper contain background research of previous works relevant to the topic?  
5 - the highest (positive) evaluation

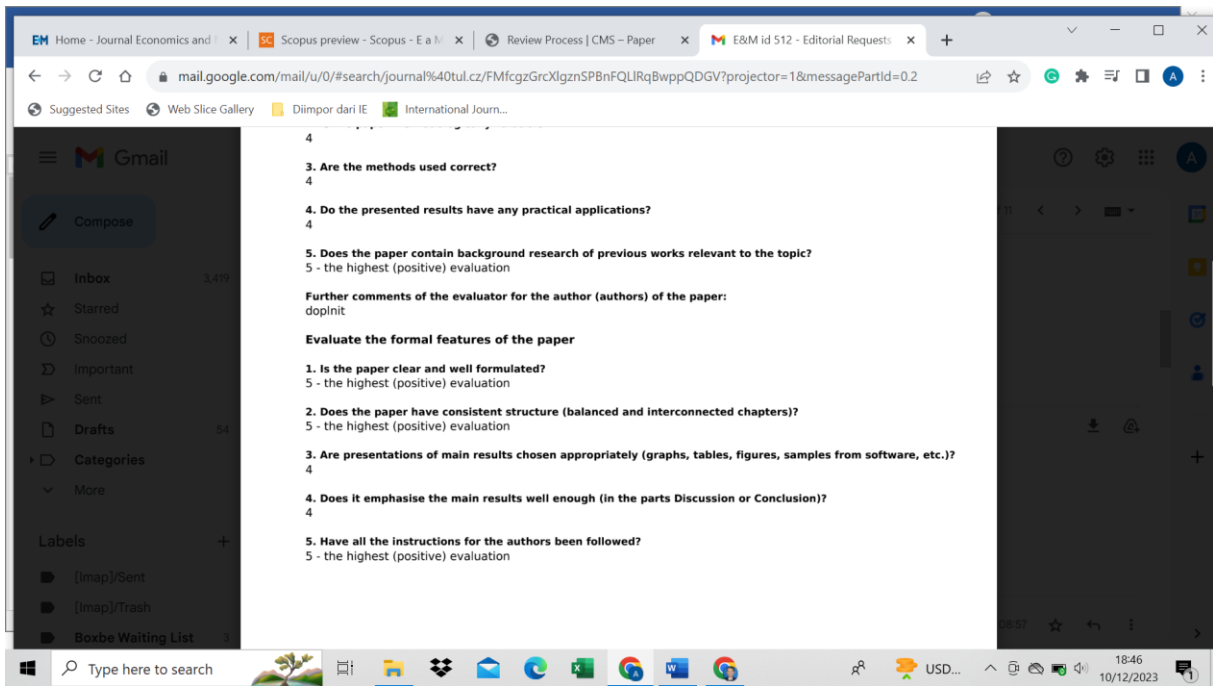
**Further comments of the evaluator for the author (authors) of the paper:**  
doplnit

**Evaluate the formal features of the paper**

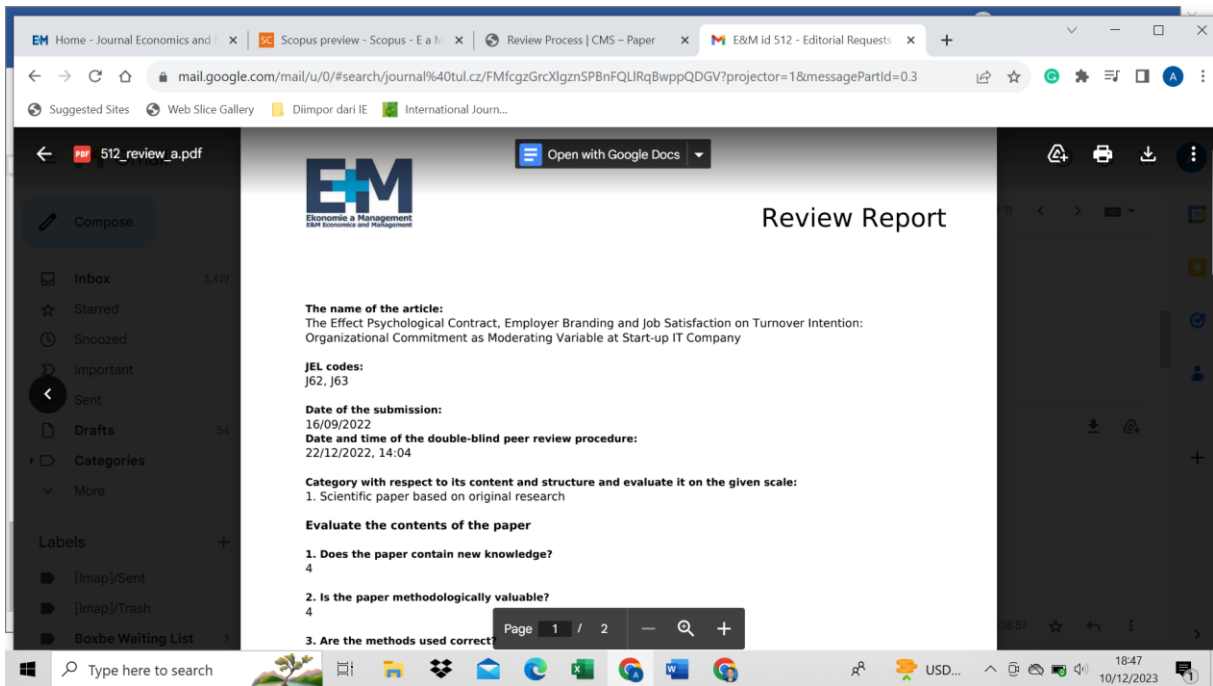
1. Is the paper clear and well formulated?  
5 - the highest (positive) evaluation
2. Does the paper have consistent structure (balanced and interconnected chapters)?  
5 - the highest (positive) evaluation
3. Are presentations of main results chosen appropriately (graphs, tables, figures, samples from software, etc.)?

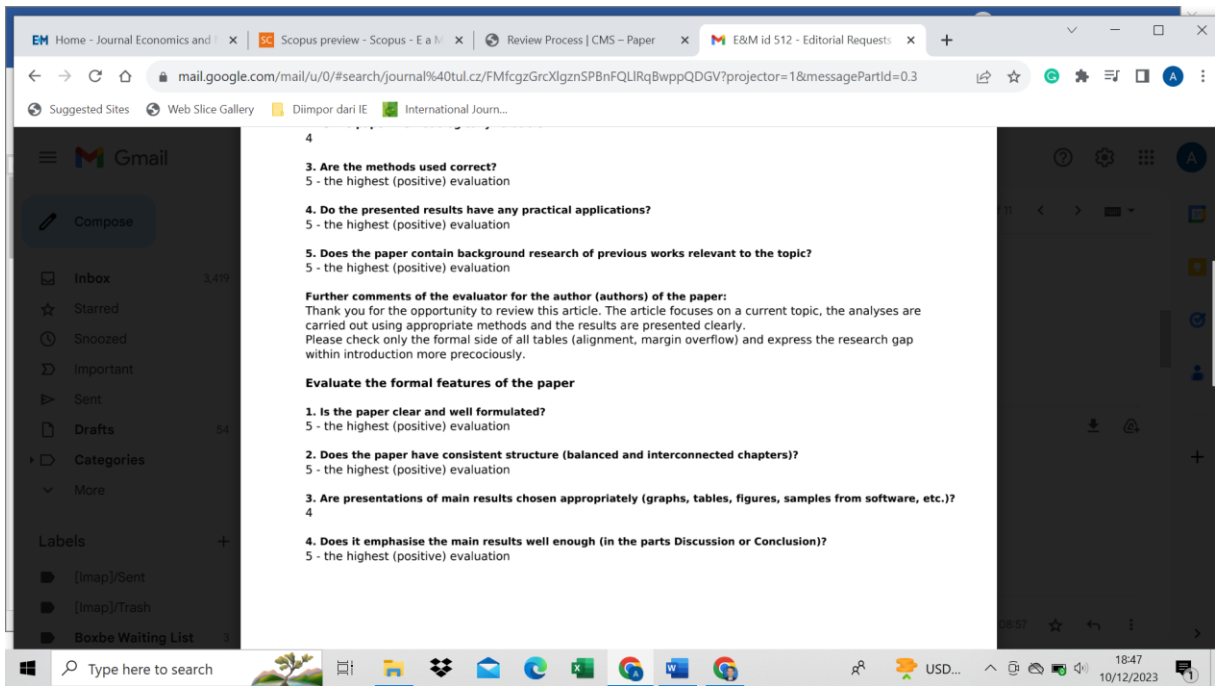
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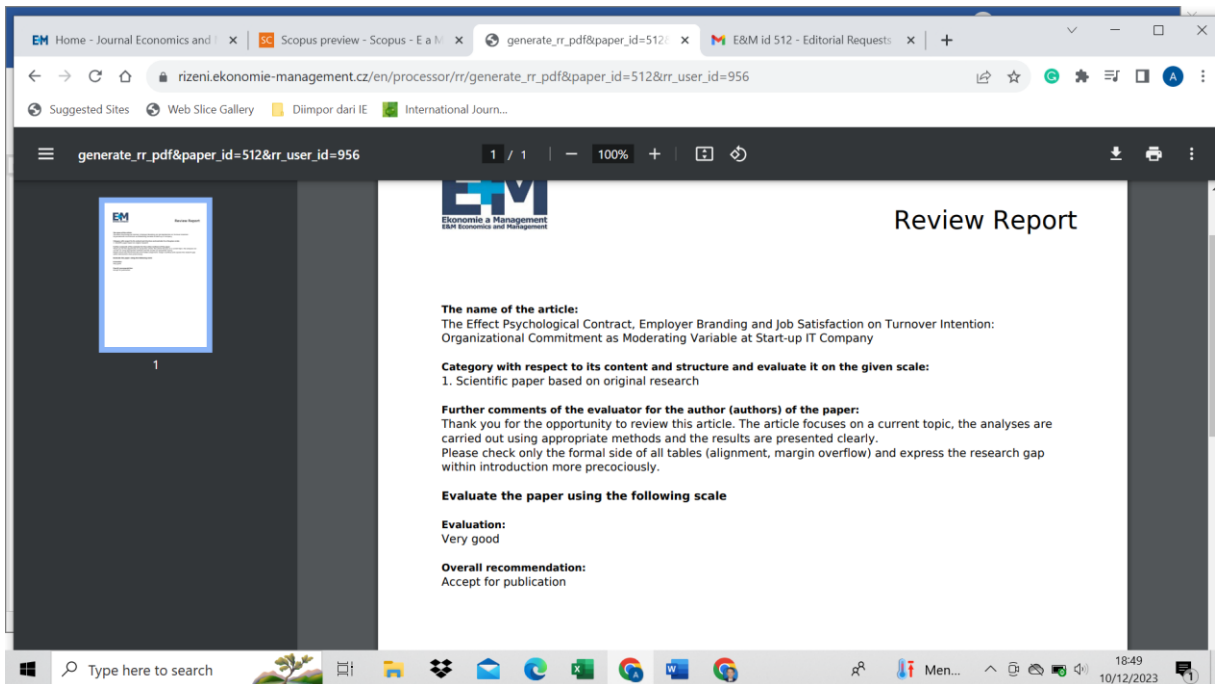


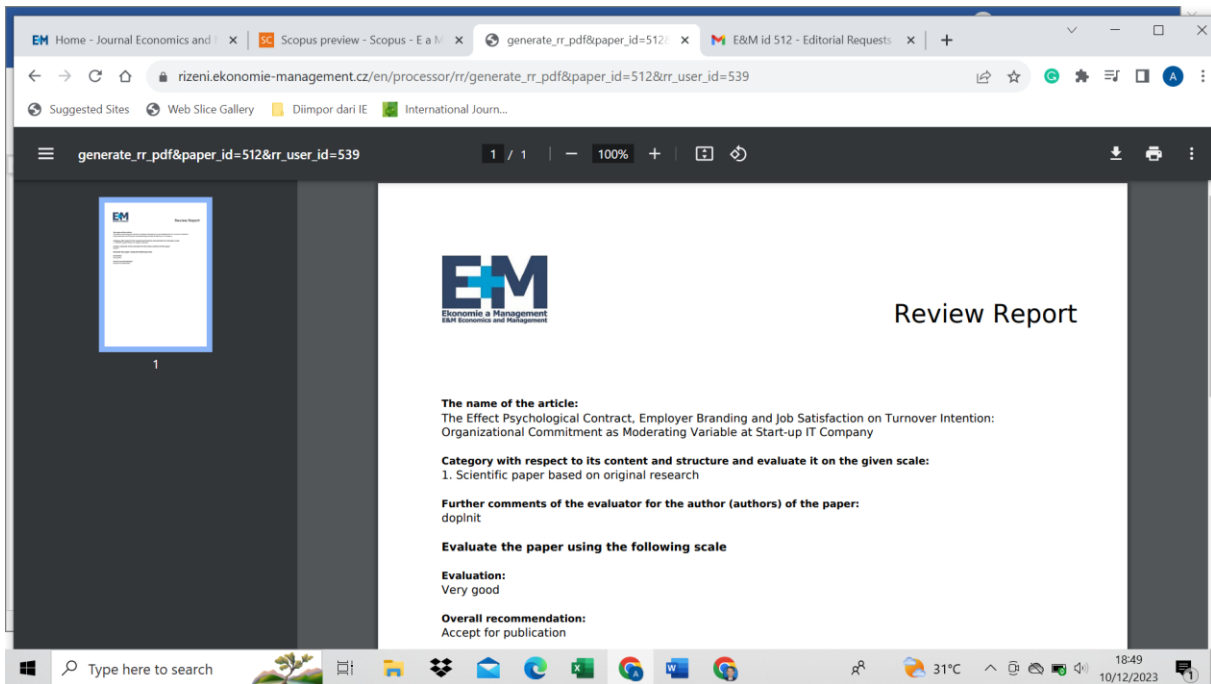
## REVIEWER 2





### 3. REVISION AND ACCEPTED





#### 4. HISTORICAL SUBMIT UNTIL ACCEPTED

ARTIKEL DITERIMA DALAM BENTUK LOA DAN TERBIT MARET 2023 DENGAN BUKTI SEBAGAI BERIKUT:

