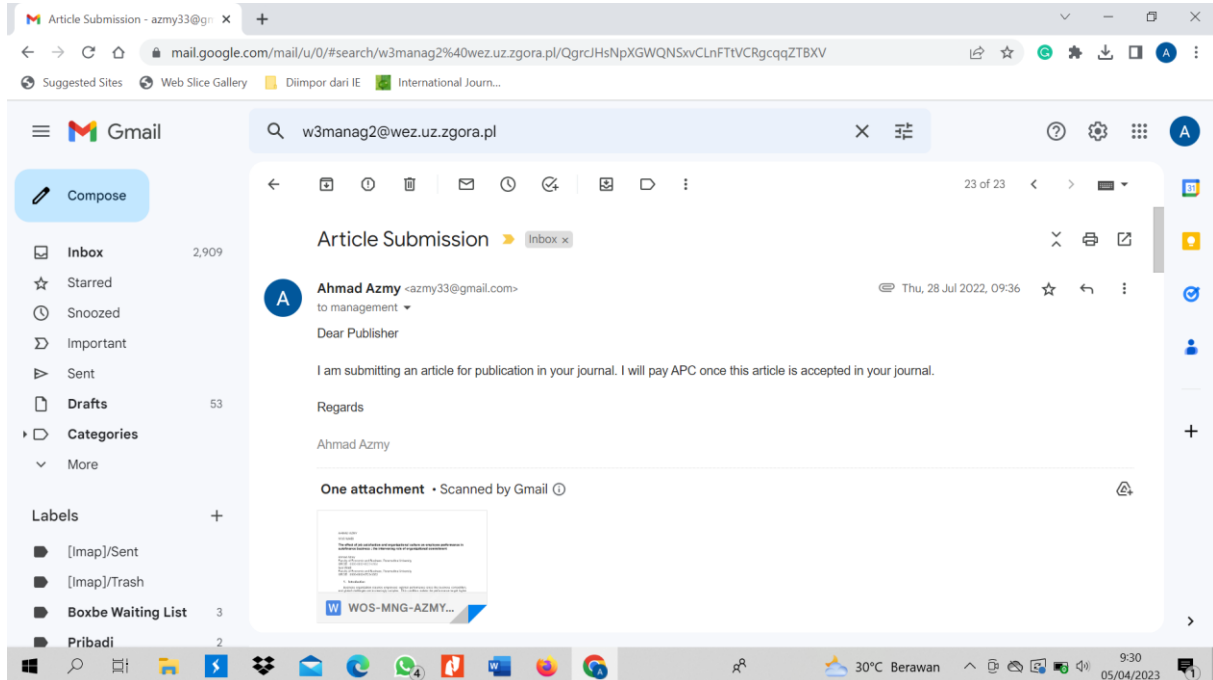


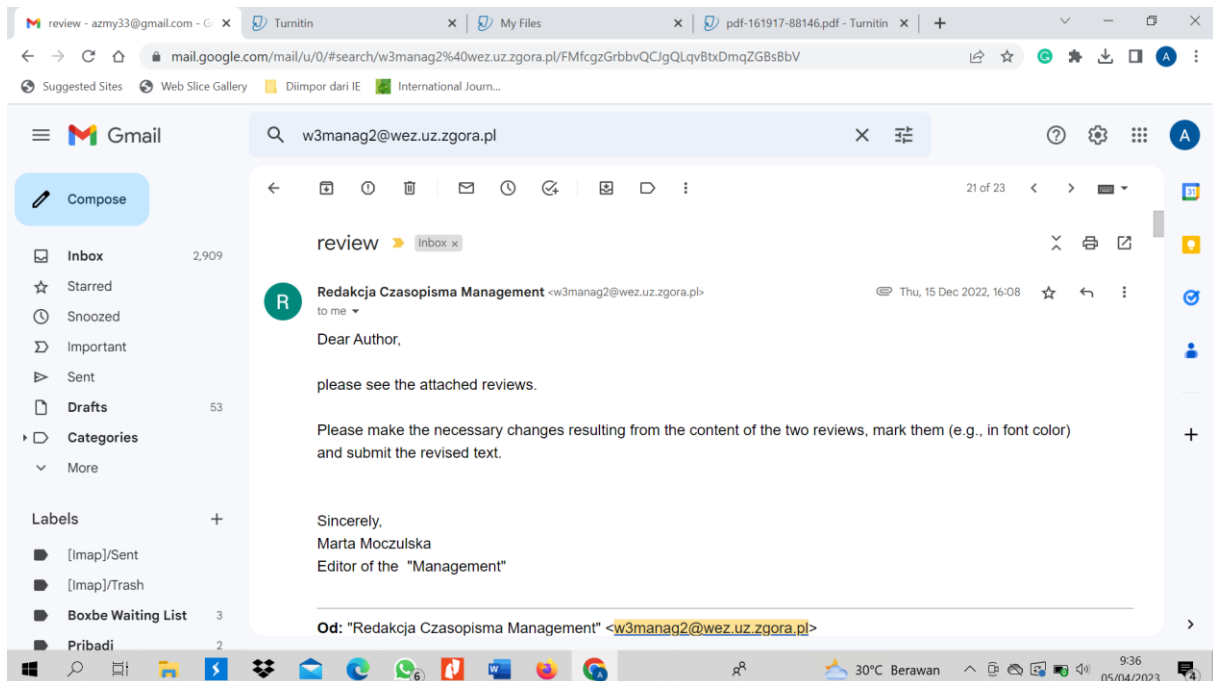
# The effect of job satisfaction and organizational culture on employee performance in autofinance business: the mediating role of organizational commitment

Jurnal Internasional Bereputasi Terindeks Web of Science Q3 dengan SJR 0.14

## Submit



## Review



review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP... ☆

Suggested Sites Web Slice Gallery Diimpor dari IE International Journ...

26-71\_R2.pdf

Open with Google Docs

**Review sheet**

**Basic information concerning the article:**

Article code: 26-71  
 Article title: *The effect of job satisfaction and organizational culture on employee performance in autofinance business : the intervening role of organizational commitment*

**Evaluation of the article**

	Criterion	Worst	1	2	3	4	5	Best
Evaluation of the scientific problem (20 points)	aim of the article	not defined				x		clearly defined
		insignificant					x	significant
	contribution of the article to science	not innovative					x	significant
	implementation of the aim	not realized			x			realized
Evaluation of the substantive value	problem concerning management and/or economics	irrelevant					x	relevant
		out of date					x	current
		not genuine				x		genuine
								compatible with the

Page 1 in /am2... with the

30°C Berawan 9:38 05/04/2023

review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP... ☆

Suggested Sites Web Slice Gallery Diimpor dari IE International Journ...

Gmail

Compose

Inbox 2,909

Starred

Snoozed

Important

Sent

Drafts 53

Categories

More

Labels

[imap]/Sent

[imap]/Trash

Boxbe Waiting List 3

Prisadi

Evaluation of the substantive value (50 points)	title	incompatible with the contents				x		compatible with the contents
		inappropriately formulated					x	appropriately formulated
	conclusions	inappropriate					x	appropriate
	application value	narrow					x	broad
	structure	inappropriate					x	appropriate
	terminology	not professional					x	professional
	communication/ intelligibility	vague					x	clear
Evaluation of scientific methods, techniques, literature (20 points)	scope of research	superficial				x		broad
	research methods and techniques	inadequate to the problem				x		adequate to the problem
	literature	out of date					x	current
Formal evaluation (10points)	references	inadequate to editorial requirements					x	adequate to editorial requirements
	editing correctness	inappropriate					x	appropriate
	summary and article contents	inadequate					x	adequate

**The total number of points: 75**

30°C Berawan 9:38 05/04/2023

review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP...

Suggested Sites Web Slice Gallery Diimpur dari IE International Journ...

**Reviewer's declaration**

I do not know the identity of the Author/s of the reviewed article

I know the identity of the Author/s but there is no conflict of interest

**Suggestions/proposals of the Reviewer**

X The article can be published after introducing suggested changes and corrections

Proposals of changes:

The article addresses the important topic of factors affecting employee performance. The impact of employee satisfaction and organizational culture on employee performance was analyzed, also taking into account the indirect impact of organizational commitment.

Due to the complexity of the analyzed issues, I consider it too general to present them. The concepts of employee satisfaction, organizational culture, or commitment were defined, and the authors were pointed out, their results showing the relationship between the issues. At the same time, the "components" were not shown, the different approaches to them were not compared, and this raises the question of the research tools used. For what reason were these used and not others?

It is also unclear to me how the presented model was verified. The author(s) write about the intervention role of organizational commitment (title), and at the same time about its mediation role (introduction) and the use of regression.

30°C Berawan 9:38 05/04/2023

review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP...

Suggested Sites Web Slice Gallery Diimpur dari IE International Journ...

X The article can be published after introducing suggested changes and corrections

Proposals of changes:

The article addresses the important topic of factors affecting employee performance. The impact of employee satisfaction and organizational culture on employee performance was analyzed, also taking into account the indirect impact of organizational commitment.

Due to the complexity of the analyzed issues, I consider it too general to present them. The concepts of employee satisfaction, organizational culture, or commitment were defined, and the authors were pointed out, their results showing the relationship between the issues. At the same time, the "components" were not shown, the different approaches to them were not compared, and this raises the question of the research tools used. For what reason were these used and not others?

It is also unclear to me how the presented model was verified. The author(s) write about the intervention role of organizational commitment (title), and at the same time about its mediation role (introduction) and the use of regression.

When reading, I expected an analysis of mediation. The data presented do not support this. It is not clear to me what method was used to verify the model's assumptions.

I also miss the explanation of the reasons for conducting the study in the selected companies (auto financing companies) and the criteria presented for selecting respondents.

Page 2 / 2

30°C Berawan 9:38 05/04/2023

review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP...

Suggested Sites Web Slice Gallery Diimpor dari IE International Journ...

26-71\_R1.pdf Open with Google Docs

**Review sheet**

**Basic information concerning the article:**

Article code: 26-71  
 Article title: *The effect of job satisfaction and organizational culture on employee performance in autofinance business : the intervening role of organizational commitment*

**Evaluation of the article**

	Criterion	Worst	1	2	3	4	5	Best
Evaluation of the scientific problem (20 points)	aim of the article	not defined insignificant					x	clearly defined significant
	contribution of the article to science	not innovative					x	significant
	implementation of the aim	not realized					x	realized
Evaluation of the substantive	problem concerning management and/or economics	irrelevant					x	relevant
		out of date					x	current
		not genuine					x	genuine
		incompatible						compatible

Page 1 / 2

30°C Berawan 9:39 05/04/2023

review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP...

Suggested Sites Web Slice Gallery Diimpor dari IE International Journ...

26-71\_R1.pdf Open with Google Docs

Evaluation of the substantive value (50 points)	title	incompatible with the contents					x	compatible with the contents
		inappropriately formulated				x		appropriately formulated
	conclusions	inappropriate					x	appropriate
	application value	narrow					x	broad
	structure	inappropriate					x	appropriate
	terminology	not professional					x	professional
	communication/ intelligibility	vague					x	clear
Evaluation of scientific methods, techniques, literature (20 points)	scope of research	superficial					x	broad
	research methods and techniques	inadequate to the problem					x	adequate to the problem
	literature	out of date					x	current
Formal evaluation (10 points)	references	inadequate to editorial requirements					x	adequate to editorial requirements
	editing correctness	inappropriate					x	appropriate
	summary and article contents	inadequate					x	adequate

The total number of points: 92

Page 1 / 2

30°C Berawan 9:39 05/04/2023

evaluation (10points) summary and article contents inadequate x adequate

The total number of points: 92

**Reviewer's declaration**

I do not know the identity of the Author/s of the reviewed article

I know the identity of the Author/s but there is no conflict of interest

**Suggestions/proposals of the Reviewer**

The article can be published after introducing suggested changes and corrections

Proposals of changes:  
In my opinion the article needs some editorial corrections - there are some repetitive words (eg. pivotal) especially in the introduction. Please consider if the intervening role shouldn't be changed into the mediating role. There is an error in the recording of the result (4117%) on page 9.

## Revision

W3manag2@wez.uz.zgora.pl

21 of 23

Ahmad Azmy <azmy33@gmail.com> to Redakcja  
Dear Editor

I have completed the revision of the article according to comments from the editor. If there are deficiencies in this revision, I will immediately change it according to the directions from the reviewers and editors.

Regards

Ahmad Azmy

One attachment • Scanned by Gmail

WOS-MNG-AZMY...

https://mail.google.com/mail/u/0/?ui=2&ik=1a12e9def9&attid=0.2&permmsgid=msg-f:1752270459282538770&th=185150b2e3f24112&view=att&disp=inline

## Accepted

review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP...

Suggested Sites Web Slice Gallery Diimpur dari IE International Journ...

confirmation.pdf.pdf

Compose

Inbox 2/809

Starred

Snoozed

Important

Sent

Drafts 33

Categories

More

Labels

[imap]/Sent

[imap]/Trash

Boxbe Waiting List

Uniw... rski  
Wydział Ekonomii i Zarządzania  
ul. Podgórna 50, 65-246 Zielona Góra  
tel. +48 68 328 28 15, fax. +48 68 328 28 16  
e-mail management@wez.uz.zgora.pl  
REDAKCJA CZASOPISMA NAUKOWEGO  
**MANAGEMENT**

Redaktor Naukowy MANAGEMENT Zielona Góra dn. 17.01.2023r.  
Prof. zw. dr hab. inż. Janina Stankiewicz

**Confirmation**

The Editors of the „Management” Journal inform that the article

*„The effect of job satisfaction and organizational culture on employee performance in autofinance business : the mediating role of organizational commitment”*

by  
**Ahmad Azmy**  
Iyus Wiadi  
(Faculty of Economic and Business, Paramadina University)

Page 1 of 1

30°C Berawan 9:40 05/04/2023

review - azmy33@gmail.com - G x Turnitin x My Files x pdf-161917-88146.pdf - Turnitin x +

mail.google.com/mail/u/0/#search/w3manag2%40wez.uz.zgora.pl/FMfcgzGrbbvQCjgQLqvBtxDmqZGBsBbV?projector=1&messageP...

Suggested Sites Web Slice Gallery Diimpur dari IE International Journ...

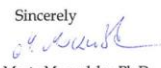
**Confirmation**

The Editors of the „Management” Journal inform that the article

*„The effect of job satisfaction and organizational culture on employee performance in autofinance business : the mediating role of organizational commitment”*

by  
**Ahmad Azmy**  
Iyus Wiadi  
(Faculty of Economic and Business, Paramadina University)

has received two positive reviews and has been accepted for publication.  
It still requires the delivery of the author's statement and payment.

Sincerely  
  
Marta Moczulska, Ph.D.  
Deputy Editor-in-Chief

30°C Berawan 9:41 05/04/2023