

# Implications of Job Satisfaction, Organizational Commitment, and Organizational Culture on Organizational Citizenship Behavior in Electrical Professional Organizations in Indonesia

## Submit Jurnal

The screenshot shows the author's dashboard for the submission titled "Implications of Job Satisfaction, Organizational Commitment, and Organizational Culture on Organizational Citizenship Behavior in Electrical Professional Organizations in Indonesia" by Ahmad Azmy. The dashboard includes a navigation menu with "Submission", "Review", "Copyediting", and "Production" tabs. Under the "Submission" tab, there is a "Submission Files" section with a table listing the submitted file: "ahmadazmy87, TEMPLATE IJABR 041119 (1).docx" (Article Text). Below this is a "Pre-Review Discussions" section with an "Add discussion" button. The interface is in English and the user is logged in as "ahmadazmy87".

## Review

The screenshot shows an email notification from the [IJABR] Editor. The subject is "[IJABR] Editor Decision (Revisions)" and the date is 2021-05-04 01:40 PM. The email content reads: "Dear Mr./Ms. Ahmad Azmy, The manuscript entitled 'Implications of Job Satisfaction, Organizational Commitment, and Organizational Culture Against Organizational Citizenship Behavior (OCB) in Electrical Professional Organizations in Indonesia' which you submitted to the International Journal of Applied Business Research has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter. The reviewer(s) have recommended publication, but also suggested some revisions to your manuscript. Therefore, we invite you to respond to the reviewer(s)' comments and revise your manuscript. Please use the [this format](#) to respond to the reviewer(s)' comments. You will be unable to make your revisions to the originally submitted version of the manuscript. Instead, revise your manuscript using a word processing program and save it on your computer. Please also highlight the changes to your manuscript within the document by using the track changes mode in MS Word or by using bold or colored text."

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International Journal of Applied Business Research

Because we are trying to facilitate timely publication of manuscripts submitted to the International Journal of Applied Business Research, your revised manuscript should be uploaded within two weeks from the date of this notification (before May, 18th 2021). If it is not possible for you to submit your revision in a reasonable amount of time, we may have to consider your paper as a new submission.

Once again, thank you for submitting your manuscript to the International Journal of Applied Business Research and we look forward to receiving your revision.

Sincerely,  
Prof. Dwi Suhartanto  
Chief Editor of International Journal of Applied Business Research

Reviewer A:

1. Title  
The use of the word "against" in the title is incorrect.

2. Abstract  
Abstract writing is unclear (for example: "Research object was carried out in...").  
In the abstract, there are still sentences such as "... will be analyzed ..." When the research is complete, there are

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Reviewer A:

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2. Abstract  
Abstract writing is unclear (for example: "Research object was carried out in...").  
In the abstract, there are still sentences such as "...will be analyzed ..." When the research is complete, there are no more "will be."

3. Introduction  
The background does not clearly describe the problems experienced by members of professional associations related to research variables.  
The second paragraph in the introduction indicates the training problem, is less relevant to the research topic, especially with OCB.  
The source of some definitions in the literature review has not been mentioned.

4. Methods  
The author stated that "The sampling technique chosen was purposive sampling, which was the sample selected based on certain criteria." However, there is no information regarding the criteria.

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The author did not mention the source of the research instrument used. Was it constructed by the author?

5. Results

Is it appropriate to use the t-test to test the hypothesis in this study?

6. Discussion

In discussion, the findings of this study have not been linked or compared with previous studies.

The discussion also has not shown the contribution of this research to scientific development related to the three research variables.

7. Conclusion

Conclusions about job satisfaction and OCB should be written along with conclusions about the other two variables. Recommendations are written at the end of this section.

In the conclusion, the author wrote, "Electricity will always be needed by consumers, but it must go through excellent service by all employees." This is less relevant because the research subjects are members of the electricity professional association, not PLN employees.

8. Suggestion

Recommendations regarding competitive salary standards and employee morale are not supported by data and discussion.

Recommendation: Revisions Required

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Reviewer B:

The topic is interesting; however, there is no clear statement regarding the research gap addressed in this study. Lack of theoretical contributions was provided by this study as many previous studies have discussed the interrelationships among these variables. The proposed conceptual model is too simple. Since this study only investigated the effects of three independent variables on a dependent variable, multiple regression analysis is enough to analyse the data. This study needs to give a deeper discussion to explore the novelty. The sample size and sampling method are not clear.

Recommendation: Decline Submission

Reviewer C:

This topic is interesting, yet the authors should do improvements as follow:

1. Respondents profile should be presented in the table format
2. Merge "Table 1. Variables indicator" and "Table 1. Outer Loading Variables" as a single table. Besides, add a new column containing the indicator's name (e.g. JS1, JS2, JS3, and so on)
3. Improve the manuscript's title into "The Influence of Job Satisfaction, Organizational Commitment, and

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3. Improve the manuscript's title into "The Influence of Job Satisfaction, Organizational Commitment, and Organizational Culture on Organizational Citizenship Behavior"
4. Fully change all terms / sentences in Bahasa Indonesia into English ( e.g. Asosiasi Kontraktor Listrik Indonesia)

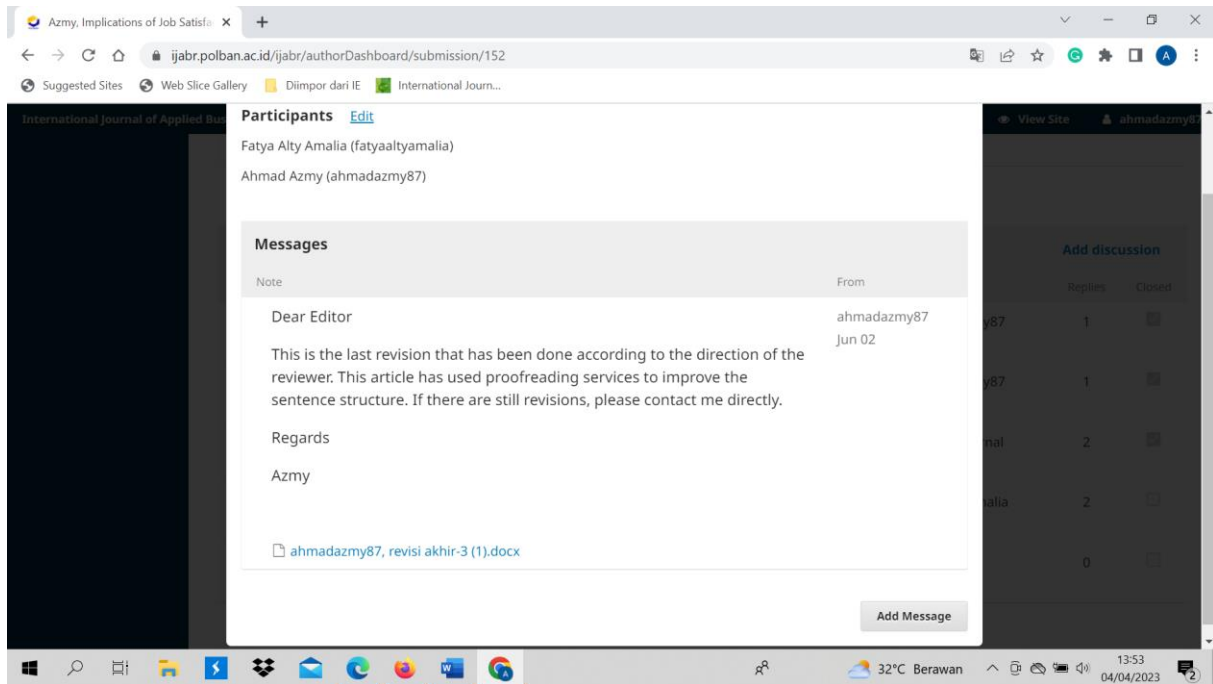
Recommendation: Revisions Required

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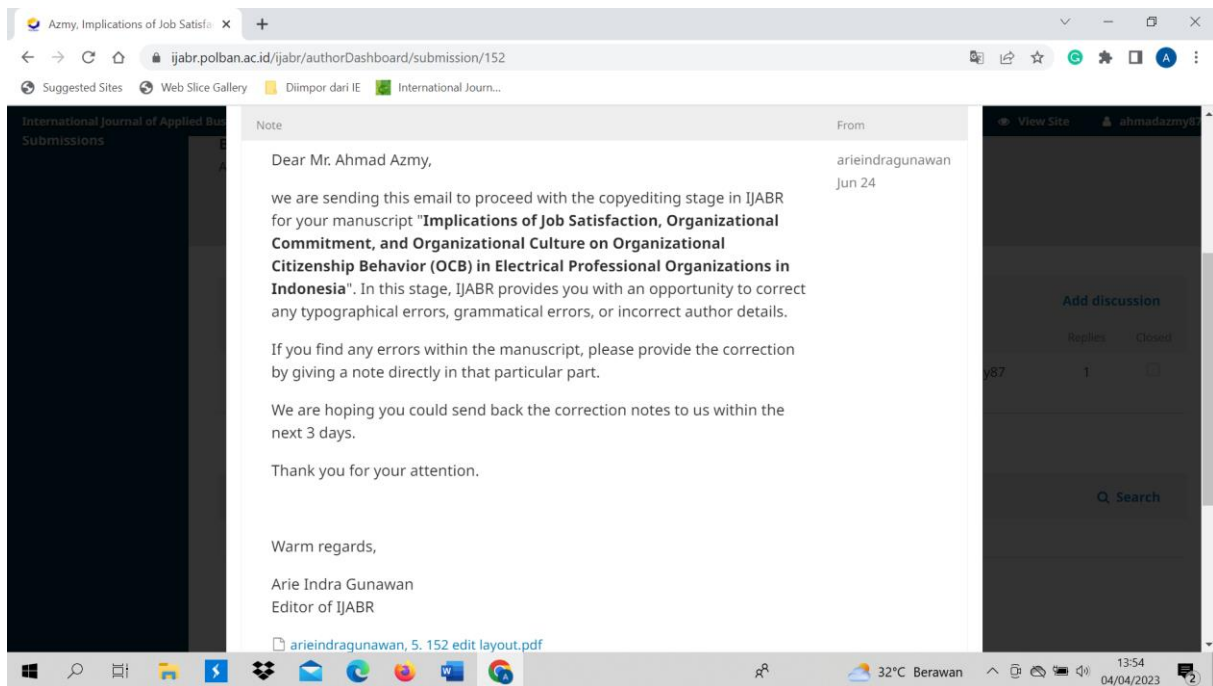
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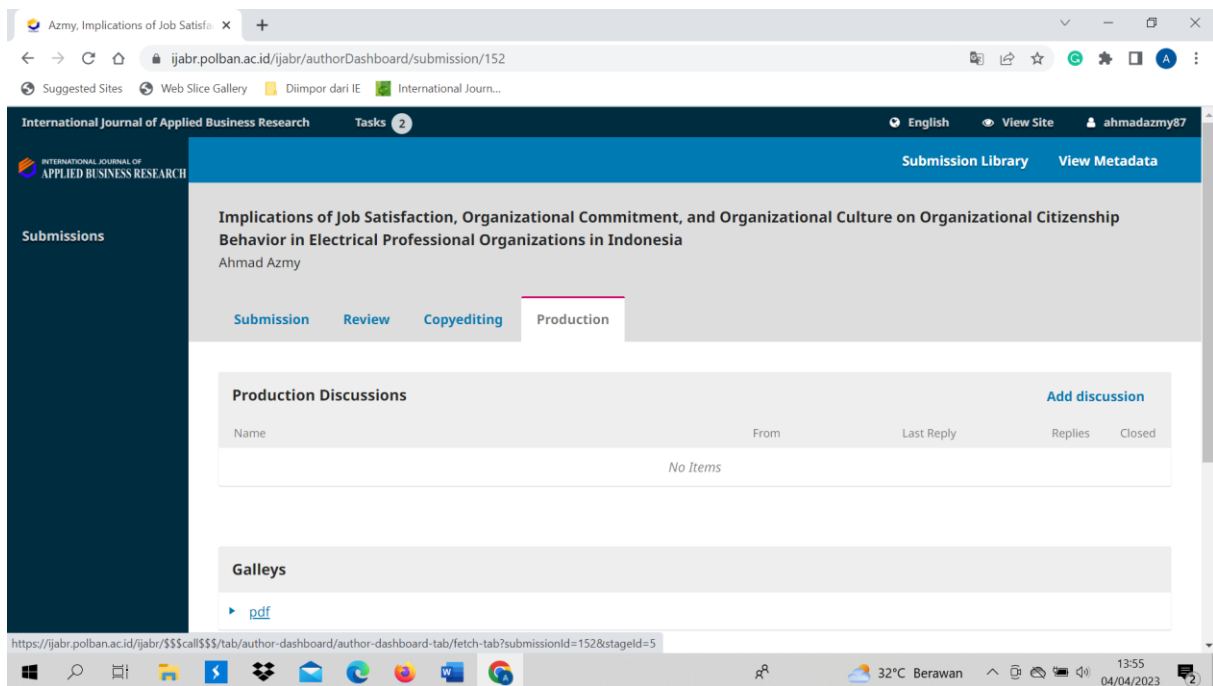
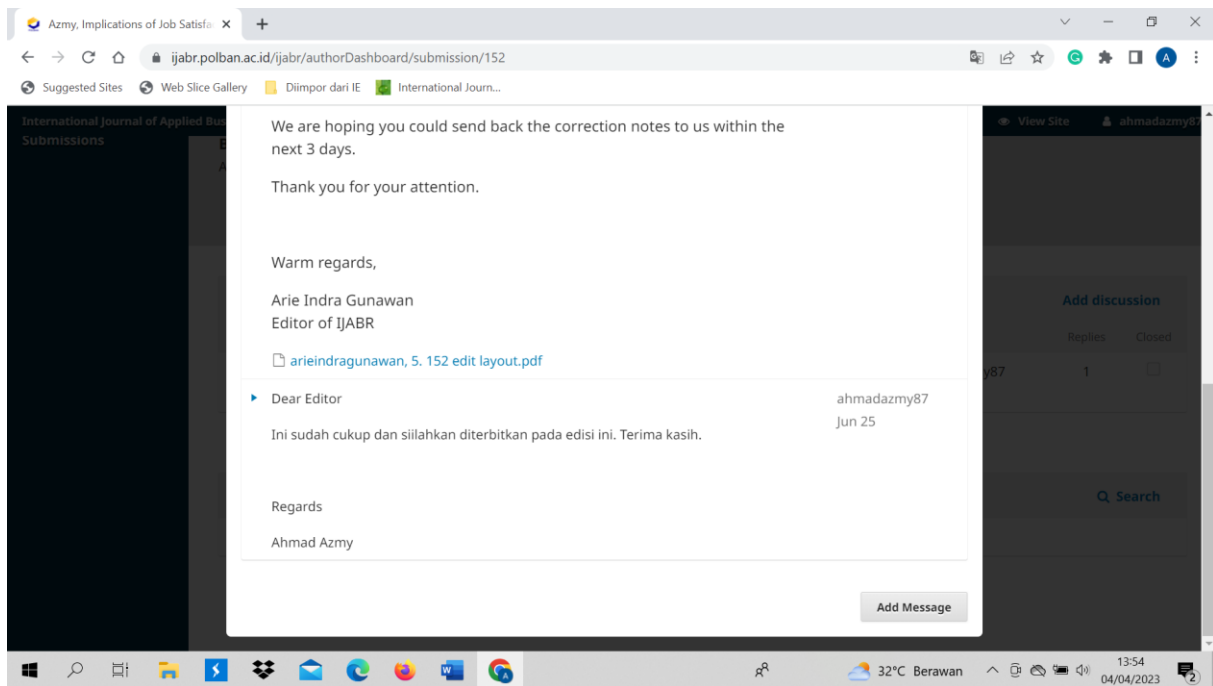
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Revision



## Accepted





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**LETTER OF ACCEPTANCE**

June 12<sup>th</sup>, 2023

Dear Mr. Ahmad Azmy,

We are pleased to inform you that your manuscript:


**Title** : Implications of Job Satisfaction, Organizational Commitment, and Organizational Culture on Organizational Citizenship Behavior (OCB) in Electrical Professional Organization in Indonesia.

**Author(s)** : Ahmad Azmy

has been accepted for and will be proceeded for publishing in 2023 editions of the International Journal of Applied Business Research (IJABR). Your paper would be indexed in SINTA 3, Google Scholar, Copernicus, BASE, and GARUDA.

We congratulate you for your achievement and look forward to receiving your subsequent research papers.

Best regards,



**Professor Dwi Subartanto, Ph.D**  
Editor in chief  
International Journal of Applied Business Research (IJABR)

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