



*TEST Engineering & Management
magazine (The Mattingley Publishing Co.,
Inc.) 3756 Grand Ave, Suite 205
Oakland, CA 94610-1545*

Dear Zulki Zulkifli Noor, Nandan Limakrisna

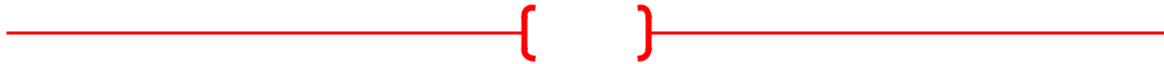
Paper ID: TEST_Submission_1146

Paper Title: Organizational Commitment at Manufacturing Industries in West Java, and its Implication on Employees Performance.

Thank you for submitting the paper. Now your paper is under review. We will contact you as soon as we get the referee report. If you have any questions, please contact us. Thank you for considering this journal as a venue for your work.

For any further query feel free to contact us.

Regards
TEST Engineering & Management magazine
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**THE 4th GLOBAL CONFERENCE
ON BUSINESS, MANAGEMENT, AND ENTREPRENEURSHIP**

UNIVERSITAS PENDIDIKAN INDONESIA

Jl. Dr. Setiabudi No.229 Bandung 40154, Telp 022.2007634



Bandung, July 5th, 2019

No. : 219/ LOA/GCBME/2019

Subject : Letter of Acceptance

Dear Authors,

On behalf of the Committee of The 4th Global Conference on Business, Management, and Entrepreneurship, GCBME 2019, we are pleased to inform you that your full paper with registration number **ABS-219** , entitled:

“Organizational Commitment at Manufacturing Industries in West Java, and its Implication on Employee Performance”

Written by **“Zulki Zulkifli Noor (a), Nandan Limakrisna (b*)”**

has been **ACCEPTED** and we invite you to present your article in **The 4th Global Conference on Business, Management, and Entrepreneurship**. For publication, all articles will go through a review process by committee and Publisher CRC Press/Balkema-Taylor&Francis Group. The Technical issues about the publication will be informed later.

Thank you very much for participating in our event.

Best Regards,
Conference Chairman



Prof. Dr. Hj. Ratih Hurriyati, MP

Dear Zulki Zulkifli Noor, Nandan Limakrisna

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REVIEW REPORT

For sections A & B, please tick a number from 0 to 5, where 0 = strongly disagree and 5 = strongly agree.

A. Technical aspects

- | | | | | | | |
|--|-------|-------|-------|-------|-------|-----|
| 1. The paper is within the scope of the Journal. | ... 0 | ... 1 | ... 2 | ... 3 | V 4 | 5 |
| 2. The paper is original. | ... 0 | ... 1 | ... 2 | ... 3 | V 4 | 5 |
| 3. The paper is free of technical errors. | ... 0 | ... 1 | ... 2 | ... 3 | ... 4 | V 5 |

B. Communications aspects

- | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|
| 1. The paper is clearly readable. | ... 0 | ... 1 | ... 2 | ... 3 | ... 4 | ;V5 |
| 2. The figures are clear & do clearly convey the intended message. | ... 0 | ... 1 | ... 2 | ... 3 | ... 4 | ... 5 |
| 3. The length of the paper is appropriate. | ... 0 | ... 1 | ... 2 | ... 3 | V 4 | 5 |

C. Comments to the authors (You may use another sheet of paper.)

The three aspects are outlined here below:

First, the introduction includes some definitions and previous works.

I suggest introducing the motivation of the work and the framework in which it has been carried out (without going into excessive details) in this section, and include the objectives of the work clearly. I would create another section to focus on explaining other similar experiences and related studies that will allow the authors to contrast the results. Theoretical framework could be grouped in a section.

Secondly, a Methodology section should be included. Population under study, context, instruments and analysis strategy should be specified.

Finally, in "Conclusions" section, authors should mention the achievement or not of the objectives, link the findings and contrast with previous works as well as pose pros and cons of the methodology used. In addition, future lines of research could be include.

D. Recommendation (Tick one)

- | | |
|--------------------------------------|-----|
| 1. Accepted without modifications. | ... |
| 2. Accepted with minor corrections. | V |
| 3. Accepted with major modification. | ... |
| 4. Rejected. | ... |

The blind peer review process results are given below

----- **REVIEW 1** -----

----- Overall evaluation -----

Review Decision 1: Accepted

----- TEXT:

- 4. Originality: 75%
- 5. SCOPE: 85%
- 6. Results: Satisfactory
- 7. References are Cited Properly

----- **REVIEW 2** -----

----- Overall evaluation -----

Review Decision 2: Accepted

- 1. Originality: 74%
- 2. SCOPE: 90%
- 3. Results: Satisfactory
- 4. References are Cited Properly

Final Decision: Accepted

For any further query feel free to contact us.

Regards
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