



Submit Article for INFLUENCE

5 pesan

Yusi Damayanti <uc.damay@yahoo.com>
Kepada: influence.editor@gmail.com

5 Juni 2021 17.14

Dear
Editor International Journal of Science Review (INFLUENCE)


We have read and used scientific articles published in INFLUENCE.
The performance of the INFLUENCE was excellent, and the published article helped us conduct research and write scientific reports.

I am Yusi Damayanti, representing other authors from Universitas Tri Sakti, Indonesia.
We have completed a scientific article entitled "***The Effect of Human Capital and Organizational Learning on Performance Mediated by Organizational Competency.***"

We hope this article can be published in the INFLUENCE because exciting findings in the scientific report can become new treasures in science, especially in management sciences.
We are willing to go through the review process following INFLUENCE standards.

Best Regards,

Yusi Damayanti
Universitas Tri Sakti, Indonesia

 **INFLUENCE_Article_Yusi.doc**
512K

Mustafa Acar <influence.editor@gmail.com>
Kepada: Yusi Damayanti <uc.damay@yahoo.com>

8 Juni 2021 21.54

Dear

Yusi Damayanti, et al.
Universitas Tri Sakti, Indonesia.

The INFLUENCE Editorial Board has received the team article.
I appreciate the team's interest in INFLUENCE.

The team article will be processed according to the publication standards at INFLUENCE.
I beg you to be patient while waiting for the notification from the INFLUENCE Editorial Board.

Always check email because the correspondence is only via email.

Best Regards,

--

Mustafa Acar
Editorial Board INFLUENCE
[Kutipan teks disembunyikan]

Yusi Damayanti <uc.damay@yahoo.com>
Kepada: Mustafa Acar <influence.editor@gmail.com>

15 Juni 2021 17.35

Dear
Editor International Journal of Science Review (INFLUENCE)

Thank you for your response.
We are happy to wait for the next stage.

Yusi Damayanti
Universitas Tri Sakti, Indonesia
[Kutipan teks disembunyikan]

Mustafa Acar <influence.editor@gmail.com>
Kepada: Yusi Damayanti <uc.damay@yahoo.com>

29 Juni 2021 08.21

Dear

Yusi Damayanti, et al.
Universitas Tri Sakti, Indonesia

Thank you for submitting the manuscript to INFLUENCE.

We have completed our evaluation, and the reviewers recommend reconsidering the manuscript following minor revisions. Please resubmit the revised manuscript by July 24th, 2021 or ask whether an alternate date would be acceptable. We invite you to send it back after addressing the comments below.

When revising the manuscript, consider carefully all issues mentioned in the reviewers' comments: outline every change made in response to their comments and provide suitable explanations for any remarks not addressed. Please also note that the revised submission may need to be reviewed.

To submit a revised manuscript, please log in as an author at this email, and navigate to the "Revision" folder. INFLUENCE values team contribution, and I look forward to receiving the revised manuscript.

Editor and reviewer comments:

Reviewer #1:

1. The abstract provides a clear overview of the research focus, which examines the impact of human capital and organizational learning on company performance mediated by organizational competence. However, it would be beneficial to elaborate on the specific dimensions of human capital and organizational learning that are being assessed, as well as the key aspects of organizational competence being examined. This will enhance the reader's understanding of the research scope and its implications.
2. The choice of using a saturated sample technique with 75 respondents from 3 MSMEs in Jakarta is noted. To strengthen the study's external validity, it would be valuable to provide a brief rationale for selecting these particular MSMEs and the reasons behind choosing Jakarta as the study location. Additionally, considering the potential impact of industry diversity within the sample could further enhance the study's applicability to a broader context.
3. The combination of observation techniques, in-depth interviews, and questionnaires for data collection is commendable. To ensure transparency and reliability, it would be beneficial to provide details on the measures taken to maintain consistency across these different data collection methods. This could include elaboration on the standardization of questionnaire administration and the interviewer training process.
4. The findings regarding the mediation effects are well-presented. However, it would be helpful to provide a more comprehensive discussion on the theoretical implications of the mediating role of organizational competence. Exploring potential mechanisms through which organizational competence mediates the relationship between human capital, organizational learning, and company performance could add depth to the interpretation of the results.
5. Concluding the abstract with a statement about the absence of a direct effect of organizational competency on company performance is intriguing. To facilitate further research in this area, consider suggesting potential avenues for future studies. For instance, exploring other contextual factors or moderating variables that might influence the relationship between organizational competence and company performance could offer insights for future research endeavors.

I hope you can make improvements as soon as possible and send the revised article again via this email.

[Kutipan teks disembunyikan]

Yusi Damayanti <uc.damay@yahoo.com>

Kepada: Mustafa Acar <influence.editor@gmail.com>

Dear

Editor International Journal of Science Review (INFLUENCE)

Thank you for the Editorial Board response to INFLUENCE.
We have read the revised instructions from the reviewers.
We will immediately correct the article according to the reviewers.

Best Regards,

Yusi Damayanti

Universitas Tri Sakti, Indonesia

[Kutipan teks disembunyikan]



Revision Article for INFLUENCE

4 pesan

Yusi Damayanti <uc.damay@yahoo.com>
Kepada: Mustafa Acar <influence.editor@gmail.com>

24 Juli 2021 10.31

Dear
Editor International Journal of Science Review (INFLUENCE)

Thank you for the patience of the INFLUENCE Editorial Board. We were waiting for the revision of our article.

We have made improvements according to the reviewer's instructions. We will be happy if there are still points that need to be improved again in the article.
The revised Article is Attached.

Best Regards,

Yusi Damayanti
Universitas Tri Sakti, Indonesia

 **Revision1_INFLUENCE_Article_Yusi.doc**
513K

Mustafa Acar <influence.editor@gmail.com>
Kepada: Yusi Damayanti <uc.damay@yahoo.com>

25 Agustus 2021 17.11

Dear

Yusi Damayanti, et al.
Universitas Tri Sakti, Indonesia

Thank you for the team's efforts to make improvements to the article.
Based on the reviewers' considerations, the article has, at some point, increased.
However, the team has to improve on a few more points. Hopefully team are willing to do it.

Please follow the following revision instructions:

#Reviewer 2:

1. While the research design is well-structured, it would be valuable to elaborate on the validity and reliability assessment of the measurement instruments used to capture human capital, organizational learning, organizational competence, and company performance. Providing information on the steps taken to ensure the psychometric properties of the instruments will enhance the robustness of the study's findings.
2. The abstract presents the relationships between variables, but it would be beneficial to emphasize the directionality and potential causal mechanisms underlying these relationships. Elaborating on the theoretical rationale for the hypothesized relationships, as well as discussing potential reverse causality or bidirectional effects, would enrich the theoretical framework of the study.
3. To enhance the external validity and generalizability of the study's findings, consider providing insights into the broader implications of the research. Discuss how the identified relationships between human capital, organizational learning, organizational competence, and company performance might extend to other industries or regions. This can contribute to a more comprehensive understanding of the phenomenon under investigation.
4. While the abstract focuses on the statistical relationships, it would be valuable to dedicate a section to discussing the practical implications of the study's findings. How can organizations leverage the insights from this research to enhance their human capital development, organizational learning initiatives, and overall performance? Providing actionable recommendations for practitioners adds practical relevance to the study.
5. The abstract introduces several important constructs—human capital, organizational learning, organizational competence, and company performance. To enrich the theoretical framework, consider briefly discussing how these constructs relate to existing theories or conceptual frameworks in the field of organizational studies. Additionally, identify potential avenues for future research that could build upon the current study's findings and expand our understanding of the relationships explored.

Articles that have been revised and please send them back via this email.

--

Mustafa Acar
Editorial Board INFLUENCE

Yusi Damayanti <uc.damay@yahoo.com>
Kepada: Mustafa Acar <influence.editor@gmail.com>

28 Agustus 2021 08.21

Dear
Editor International Journal of Science Review (INFLUENCE)

Thank you for your response. We will be happy to revise the article according to these instructions.

Yusi Damayanti
Universitas Tri Sakti, Indonesia
[Kutipan teks disembunyikan]

Yusi Damayanti <uc.damay@yahoo.com>
Kepada: Mustafa Acar <influence.editor@gmail.com>

12 September 2021 15.47

Dear
Editor International Journal of Science Review (INFLUENCE)

Thank you for the patience of the INFLUENCE Editorial Board. We were waiting for the revision of our article.

We have made improvements according to the reviewer's two instructions. We will be happy if there are still points that need further improvement in the article.

The revised Article is Attached.

Best Regards,

Yusi Damayanti
Universitas Tri Sakti, Indonesia

 **Revision2_INFLUENCE_Article_Yusi.doc**
516K



ACCEPTANCE LETTER

1 pesan

Mustafa Acar <influence.editor@gmail.com>
Kepada: Yusi Damayanti <uc.damay@yahoo.com>

23 Oktober 2021 13.18

Dear Author
Yusi Damayanti, Hadita & Yulianah

Warm Greetings!

ACCEPTANCE LETTER

It's a great pleasure to inform you that, after the peer review process, the "***The Effect of Human Capital and Organizational Learning on Performance Mediated by Organizational Competency***" team article has been accepted for publication in the INFLUENCE Regular Issue 2021. Please make a payment publication fee.

Thank you for submitting the paper to this journal. We hope to receive it in the future too.

--

Mustafa Acar
Editorial Board INFLUENCE

 **LoA_INFLUENCE_Yusi.pdf**
173K

Date: November 16, 2021
Ref.: Regular_Issue_2021

Dear author(s),

Yusi Damayanti¹, Hadita², Yulianah³

¹Universitas Trisakti, Indonesia

²Universitas Bhayangkara Jakarta Raya, Indonesia

³Universitas Bina Sarana Informatika, Indonesia

Email: uc.damay@yahoo.com

On behalf of Editorial Team of the “**INFLUENCE: International Journal of Science Review**”, we are pleased to inform you that your Paper “**The Effect of Human Capital and Organizational Learning on Performance Mediated by Organizational Competency**” has been **ACCEPTED** for publication in the **INFLUENCE: International Journal of Science Review** in Current Issue of 2021 as per the recommendations given by the peer review group of experts.

----- Overall Evaluation -----

1. Scope of Manuscript: 85%
2. Originality of Manuscript: 88%
3. References are Cited Properly: Yes
4. Formatted Properly: Yes
5. Result: Satisfactory

Final Decision: **ACCEPTED**

For any further query feel free to contact us.

Sincerely,



Editor in Chief

INFLUENCE: International Journal of Science Review
304 S Jones Blvd #3831, Las Vegas, NV 89107, USA