



Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>

Submission Confirmation

1 pesan

Professor Jen Peng Huang, Ph.D <jenpeng.huang@gmail.com>

3 Maret 2023 13.58

Kepada: Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>

Dear
Wenny Desty Febrian
Universitas Dian Nusantara, Indonesia,

Your submission entitled “**Human Capital Strategic: Organization Commitment, Training Need Analysis, Development People, Individual Development Plan, and Performance Appraisal**” has been received by Internasional Journal of Integrative Sciences (IJIS).

You could follow status of your manuscript by login to your author account at

<https://journal.formosapublisher.org/index.php/ijis/login>.

Thank you for submitting your work to our journal.

Best regards,

Editorial Board
Internasional Journal of Integrative Sciences (IJIS)



Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>

Revision Request

5 pesan

Professor Jen Peng Huang, Ph.D <jenpeng.huang@gmail.com>

20 Maret 2023 13.34

Kepada: Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>

Dear
Wenny Desty Febrian
Universitas Dian Nusantara, Indonesia,

We have received the reports from our reviewers on your manuscript, "Reform And Simplification Of Legislative Regulations In Indonesia" which you submitted to Internasional Journal of Integrative Sciences (IJIS)

Your article requires minor revision. Find notes on the revision of your article in the attachment to this letter.

Reviewer 1

The title remains clear and concise, providing a good indication of the article's focus.

There is a considerable relationship with the normative literature. However, the authors are advised here to broaden the focus, using a more recent journals.

The conclusions are too short and do not clearly interpret the content of the study. Authors are advised to rewrite their conclusions.

The author can improve the abstract, especially from the aspect of the findings. In the introduction, the author needs to present appropriate reference notes so that it is interesting to read related to the implementation of digital marketing Conceptual findings need to be stated clearly and unambiguously!

There are theoretical implications presented. However, I would like to see the implications for policy recommendation as well and briefly in the abstract.

The conclusion section is concise but could be strengthened by summarizing the main findings and confirming them against quality and satisfaction levels. It should also restate the importance of this research.

The references are appropriately cited following a consistent citation style.

However, there are some missing references, and it's essential to ensure all sources are properly credited.

Reviewer 2

The title is still concise and effectively summarizes the article's main topic, providing clarity to the readers.

The abstract remains well structured and effectively summarizes the aim, methods and main findings of the article. I hope this article can be used soon even though only English in other parts is so low that it is difficult to read. But the topic is vital.

Abstracts must be made concisely, consisting of all important things related to the topic being written, not repeating the conclusions of the research that has been done.

This article can be published if the Author can work and often asks editors or colleagues fluent in English to clean up inappropriate language and arguments.

The literature review includes some tantalizing references, but the links are not made more to specific studies even after sifting through language issues.

Additional notes it is not clear what title refers to the article.

The conclusion maintains its conciseness, but there's an opportunity to enhance it by highlighting practical implications of the study's results and suggesting clear directions for future research.

The references must be current and in the form of a journal article.

Best regards,

Editorial Board
Internasional Journal of Integrative Sciences (IJIS)

Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>
Kepada: Professor Jen Peng Huang, Ph.D <jenpeng.huang@gmail.com>

25 Maret 2023 17.10

Dear Editor in Chief
Internasional Journal of Integrative Sciences (IJIS),

Yours faithfully,

I have corrected the article according to the reviewer's suggestion. At the end of this letter, I attach the article and list responses to reviewer comments that I have revised.

Regards,

Wenny Desty Febrian
[Kutipan teks disembunyikan]

1 lampiran

 **Wenny Desty Febrian_Revision1.doc**
149K

Professor Jen Peng Huang, Ph.D <jenpeng.huang@gmail.com>

5 April 2023 11.19

Kepada: Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>

Dear
Wenny Desty Febrian
Universitas Dian Nusantara, Indonesia,

Based on Reviewers' considerations, the article has, at some point, increased. However, you have to improve on a few more points. Hopefully, you are willing to do it.

Please follow the following revision instructions:.

Reviewer 1

Author must show why this research is important or urgent to do in relation to the current literature. Abstract is too long and wordy, the abstract must be concise and interesting in showing the problems, objectives, methods and novelty of the research results. The author must map similar studies beforehand to show the novelty of this research. The discussion is not in depth, so deepen the discussion with the findings of previous researchers. References need to be added to the latest relevant journal articles in the last 5 years. The conclusion summarizes the main findings concisely. However, it could be strengthened by highlighting the practical implications of the study's results and suggesting directions for future research. The references are well-cited, and the sources are relevant and up-to-date. However, it's essential to ensure that all sources cited in the text are included in the reference list

Reviewer 2

Abstract must be made in a solid, consisting of all essential things related to the written topic, not repeating the conclusions of the research you have done. The discussion section must be deepened, the author must link the topics discussed with previous references. In this section the discussion is still weak because the references cited do not support the research related to the contribution to security studies. The theoretical aspects have been mentioned sufficiently, however the methodology doesn't depict the interrelation between computation (modeling) and experimental. Need more explanation about of variable used. The conclusion maintains its conciseness but could be improved by summarizing the key findings and their practical implications. Additionally, it should reiterate the study's significance and offer directions for future research. Mostly updated references and suitable with the scope of the studies.

Best regards,

Editorial Board
Internasional Journal of Integrative Sciences (IJIS)

Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>
Kepada: Professor Jen Peng Huang, Ph.D <jenpeng.huang@gmail.com>

9 April 2023 18.21

Dear Editor in Chief
Internasional Journal of Integrative Sciences (IJIS),

Yours faithfully,

Thank you for the patience of the Internasional Journal of Integrative Sciences (IJIS) Editor in Chief in waiting for the submission of my second article revision.

I have made improvements according to the instructions from reviewers. I am ready to wait for the next process.
Attached Revised Article.

Regards,

Wenny Desty Febrian
[Kutipan teks disembunyikan]

1 lampiran

 **Wenny Desty Febrian_Revision2.doc**
160K

Professor Jen Peng Huang, Ph.D <jenpeng.huang@gmail.com>

24 April 2023 10.11

Kepada: Wenny Desty Febrian <wenny.desty.febrian@undira.ac.id>

Dear
Wenny Desty Febrian¹, Anggia Rettrisunz Pim Panjaitan², Kamsariaty³, Josua Panatap Soehaditama⁴, Supardi⁵
Universitas Dian Nusantara, Indonesia.

Congratulation!!!

Your entitled **“Human Capital Strategic: Organization Commitment, Training Need Analysis, Development People, Individual Development Plan, and Performance Appraisal”** is accepted. After evaluation by our external referees, your article submitted to the Internasional Journal of Integrative Sciences (IJIS) (E-ISSN: 2985-9050) has been ACCEPTED. At the same time, please make a payment for publication fee, please find attached invoice for the publishing of your paper in Internasional Journal of Integrative Sciences (IJIS).

Best regards,

Editorial Board
Internasional Journal of Integrative Sciences (IJIS)

[Kutipan teks disembunyikan]

 **LoA Wenny Desty Febrian.pdf**
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