



Dr. Herman M.Pd <herman@uhnp.ac.id>

Paper submission to Journal of Statistics Applications & Probability

Dr. Herman M.Pd <herman@uhnp.ac.id>

20 November 2023 pukul 20.20

Kepada: "NSP, USA" <chairman@natural-s-publishing.com>, NSP <nsp@natural-s-publishing.com>

Dear sir or madam,
How are you? we hope you are doing well

Herewith I do submission to journal, namely Journal of Statistics Application & Probability (JSAP)

please check and inform us soon.

Thank you

Regards,
Herman



Virus-free www.avast.com

Ref. JSAP201223ZT The Effect of Human Resources Competence ...

Amis Nsp <amis@natural-s-publishing.com>

29 November 2023 pukul 22.44

Kepada: herman@uhnp.ac.id

Cc: zahara.tussoleha@dsn.ubharajaya.ac.id, desondra@iteba.ac.id, nababan_donal@yahoo.com, yoe.lianthry@gmail.com, losojudijantobumn@gmail.com, nanda.saputra2589@gmail.com

Dear Dr. Herman Herman,

Title: The Effect of Human Resources Competence and Work Motivation on Performance Employee

Ref. JSAP201223ZT The Effect of Human Resources Competence ...

Email: herman@uhnp.ac.id, zahara.tussoleha@dsn.ubharajaya.ac.id, desondra@iteba.ac.id, nababan_donal@yahoo.com, yoe.lianthry@gmail.com, losojudijantobumn@gmail.com, nanda.saputra2589@gmail.com

Author(s): Herman Herman et al

We are pleased to acknowledge receipt of your paper.

We assume that this manuscript has not been published in its present or a similar form previously and is not under editorial consideration elsewhere.

It is also understood that the paper will not be submitted elsewhere before it has been accepted or rejected or has been withdrawn.

All authors must agree to the terms of the journal.

Conflicts of Interest: The authors declare that there is no conflict of interest regarding the publication of this article

As soon as it has been reviewed by our referees, you will receive further notification.

Thank you for submitting your work to Information Sciences Letters

With best regards

Suzan Jing

Managing Editor



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Dr. Herman M.Pd <herman@uhnp.ac.id>

Ref. JSAP201223ZT The Effect of Human

NSP, USA <chairman@natural-s-publishing.com>

23 Dec 2023 pukul 03.09

Kepada: zahara.tussoleha@dsn.ubharajaya.ac.id, yoe.lianthry@gmail.com, herman@uhnp.ac.id

Dear Dr. Herman,

Title: The Effect of Human Resources Competence and Work Motivation on Performance Employee

Ref. JSAP201223ZT The Effect of Human Resources,

Email: zahara.tussoleha@dsn.ubharajaya.ac.id, yoe.lianthry@gmail.com, herman@uhnp.ac.id

Author(s): Z. T. Rony et al

We have completed the review process of the above referenced paper for Journal of Statistics Applications & Probability (JSAP) and recommend that your paper undergo a Minor Revision.

Enclosed are your reviews. If you should choose to revise your paper, please prepare a separate document describing how each of the reviewers' comments are responded to in your revision and submit within 3 weeks.

When submitting your revised manuscript, you will be able to respond to the comments made by the reviewer(s) in the cover letter. You can use this space to document any changes you make to the original manuscript. In order to expedite the processing of the revised manuscript, please be as specific as possible in your response to the reviewer(s)' questions and comments. You may also upload your responses as separate files for review along with your revision.

We will contact you should we have any concerns or questions regarding your revision. Otherwise, your revision will be forwarded to the assigned Associate Editor with a request to begin the second round of reviews.

Please do not hesitate in contacting me should you have any questions about our process or are experiencing technical difficulties.

Thank you for your contribution and we look forward to receiving your revised manuscript.

With best regards

Suzan Jing

for

Journal of Statistics Applications &
Probability, Editor-in-Chief
Natural Science
Publishing

<http://www.naturalspublishing.com/>



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Report I

POINTS OF THE EVALUATION			
Element of Evaluation	Accepted	Unaccepted	
Abstract	V		Need a little improvement
Introduction	V		
Materials and Methods	V		
Results	V		
Discussion	V		
References	V		
Tables		V	Need to add
Figures		V	Need to add since it is statistical
Photos/ Images	V		
General Standard	V		
Title	V		

Question 1: The subject addressed in this article is worthy of investigation	
Strongly disagree	
Disagree	
Neutral	V
Agree	
Strongly agree	
Question 2: The information presented is new	
Strongly disagree	
Disagree	
Neutral	V
Agree	
Strongly agree	
Question 3: The conclusions are supported by the data	
Strongly disagree	
Disagree	
Neutral	
Agree	V

Strongly agree	
Question 4: The manuscript is appropriate for the journal	
Strongly disagree	
Disagree	
Neutral	
Agree	
Strongly agreev	
Question 5: Organization of the manuscript is appropriate	
Strongly disagree	
Disagree	
Neutral	
Agree	
Strongly agreev	
Question 6: Figures, tables and supplementary data are appropriate	
Strongly disagree	
Disagree	
Neutral	
Agree	v
Strongly agree	

Reviewer's Recommendations		
Reviewer's Recommendations		
Acceptable without modifications		
Acceptable with slight modifications	v	
Acceptable with major modifications		
Not acceptable for publication		

Reviewer's comments
(Directed to the Author)
Herewith I as a reviewer concludes that this paper is accepted with minor revision.
Authors need to give more attention to the proofreading for the paper before publication
Hence, authors need to check the citations and references (the citations to be used must appear in the references)

Report II

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POINTS OF THE EVALUATION			
Element of Evaluation	Accepted	Unaccepted	
Abstract	V		
Introduction	V		
Materials and Methods	V		
Results	V		
Discussion	V		
References	V		
Tables	V		
Figures	V		
Photos/ Images	V		
General Standard	V		
Title	V		Need a revisions

Question 1: The subject addressed in this article is worthy of investigation	
Strongly disagree	
Disagree	
Neutral	
Agree	V
Strongly agree	
Question 2: The information presented is new	
Strongly disagree	
Disagree	
Neutral	
Agree	V
Strongly agree	
Question 3: The conclusions are supported by the data	
Strongly disagree	
Disagree	
Neutral	
Agree	
Strongly agree	V
Question 4: The manuscript is appropriate for the journal	
Strongly disagree	

Disagree	
Neutral	
Agree	V
Strongly agree	
Question 5: Organization of the manuscript is appropriate	
Strongly disagree	
Disagree	
Neutral	
Agree	V
Strongly agree	
Question 6: Figures, tables and supplementary data are appropriate	
Strongly disagree	
Disagree	
Neutral	
Agree	
Strongly agree	

Reviewer's Recommendations		
Reviewer's Recommendations		
Acceptable without modifications		
Acceptable with slight modifications	V	
Acceptable with major modifications		
Not acceptable for publication		

Reviewer's comments	
(Directed to the Author)	
This paper is recommended for publication with minor revisions.	
Some points for the paper:	
<ol style="list-style-type: none"> 1. Title should be revised to: Analyzing the Impact of Human Resources Competence and Work Motivation on Employee Performance: A Statistical Perspective 2. Citations should use APA 7th edition 3. Check the journal template where the literature review is to be presented or not 4. The image, and tables are presented concise and good 	

Report III

POINTS OF THE EVALUATION

Element of Evaluation	Accepted	Unaccepted	
Abstract	V		
Introduction	V		
Materials and Methods	V		
Results	V		
Discussion	V		
References	V		
Tables	V		
Figures	V		
Photos/ Images	V		
General Standard	V		
Title	V		

Question 1: The subject addressed in this article is worthy of investigation	
Strongly disagree	
Disagree	
Neutral	
Agree	V
Strongly agree	
Question 2: The information presented is new	
Strongly disagree	
Disagree	
Neutral	V
Agree	
Strongly agree	
Question 3: The conclusions are supported by the data	
Strongly disagree	
Disagree	
Neutral	
Agree	V
Strongly agree	
Question 4: The manuscript is appropriate for the journal	
Strongly disagree	

Disagree	
Neutral	
Agree	V
Strongly agree	
Question 5: Organization of the manuscript is appropriate	
Strongly disagree	
Disagree	
Neutral	
Agree	V
Strongly agree	
Question 6: Figures, tables and supplementary data are appropriate	
Strongly disagree	
Disagree	
Neutral	
Agree	V
Strongly agree	

Reviewer's Recommendations		
Reviewer's Recommendations		
Acceptable without modifications		
Acceptable with slight modifications	V	
Acceptable with major modifications		
Not acceptable for publication		

Reviewer's comments
(Directed to the Author)
The paper is worthy to be published. However, as there are some grammar errors in the paper, so it is needed to be checked by a native speaker.

Report IV

POINTS OF THE EVALUATION			
Element of Evaluation	Accepted	Unaccepted	
Abstract	X		
Introduction	X		

Materials and Methods	X		
Results	X		
Discussion	X		
References	X		Need a little improvement
Tables	X		
Figures	X		
Photos/ Images	X		
General Standard	X		
Title	X		

Question 1: The subject addressed in this article is worthy of investigation	
Strongly disagree	
Disagree	
Neutral	
Agree	X
Strongly agree	
Question 2: The information presented is new	
Strongly disagree	
Disagree	
Neutral	X
Agree	
Strongly agree	
Question 3: The conclusions are supported by the data	
Strongly disagree	
Disagree	
Neutral	
Agree	
Strongly agree	X
Question 4: The manuscript is appropriate for the journal	
Strongly disagree	
Disagree	
Neutral	
Agree	
Strongly agree	X
Question 5: Organization of the manuscript is appropriate	
Strongly disagree	

Disagree	
Neutral	
Agree	X
Strongly agree	
Question 6: Figures, tables and supplementary data are appropriate	
Strongly disagree	
Disagree	
Neutral	
Agree	X
Strongly agree	

Reviewer's Recommendations		
Reviewer's Recommendations		
Acceptable without modifications		
Acceptable with slight modifications	X	
Acceptable with major modifications		
Not acceptable for publication		

Reviewer's comments	
(Directed to the Author)	
Comments to the papers:	
1.	This paper is appropriate formatting and structure
2.	Complete with accurate figures and table
3.	Adequacy of the literature review
My decision is to accept this paper for publication.	



Dr. Herman M.Pd <herman@uhnp.ac.id>

Ref. JSAP201223ZT Analyzing the Impact of Human Resources...

NSP Accepted Papers <Accepted@naturalspublishing.com>
Kepada: herman@uhnp.ac.id, yoe.lianthry@gmail.com

30 Desember 2023 pukul 02.41

Dear Dr. Z. T. Rony

Title: Analyzing the Impact of Human Resources Competence and Work Motivation on Employee Performance: A Statistical Perspective

Ref. JSAP201223ZT Analyzing the Impact of Human Resources...,

Authors: Z. T. Rony, I M. S. Wijaya, D. Nababan, J. Julyanthry, M. Silalahi, L. M. Ganiem, L. Judijanto, H. Herman, and N. Saputra

E-mail: herman@uhnp.ac.id; yoe.lianthry@gmail.com

We are very pleased to inform you that your paper has been accepted for publication in journal and will be published in the next upcoming issue.

Your research contribution has added significant value to the field, and we appreciate the effort you have put into this work. The paper has been reviewed by our editorial board and has been accepted based on the high quality of research and new work presented.

We look forward to future collaborations and thank you for your contribution.

Sincerely,

NSP Chairman and Managing office.

<https://www.naturalspublishing.com/Journals.asp>



Dr. Herman M. Pd <herman@uhn.ac.id>
kepada NSP, USA, NSP, ahdihassan441 ▾

Jum, 5 Jan, 16.29 ☆ ↶ ⋮

Dear **NSP**,

How are you? I hope you are doing well

I want to know about when our paper will be published to JSAP.
If can, please publish it on issue March 2024 since I saw some papers have been online there
Herewith I attach to you 2 files (final version and the LoA PDF)

Waiting for your good news soon.

Thank you

Regards,
Herman Herman



2 Lampiran • Dipindai dengan Gmail ⓘ



JSAP--1237 Eksternal Kotak Masuk x



NSP
kepada saya, Ahdj ▾

Jum, 5 Jan, 18.57 ☆ ↶ ⋮

Dear Dr.

Title:
The Effect of Human Resources Competence and Work Motivation on Performance Employee

- 1\ Check the proof of your paper and insert your corrections.
- 2\ Add the dates, highlighted in yellow
- 3\ Add the email of the corresponding author

Please, consider these comments, then, send the updated version back.

P.S. Once the paper is available online, no modifications can be made.

yours
NSP Office

Satu lampiran • Dipindai dengan Gmail ⓘ





Dr. Herman M. Pd <herman@uhn.ac.id>
kepada USA, NSP, ahdi Hassan441 ▾

Jum, 5 Jan, 19.32 ☆ ↶ ⋮

Dear **NSP**,

All comments have been inserted in the paper
Herewith I attach to you the final version of the paper (see attachment)

Looking forward for the paper publication soon
Please let me know after the paper is online

Thank you

Regards,
Herman Herman



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NSP
kepada saya, USA, ahdi Hassan441 ▾

Sab, 6 Jan, 01.06 ☆ ↶ ⋮

Your paper is available online here
<https://www.naturalspublishing.com/Contlss.asp?lssID=2022>



Dr. Herman M. Pd <herman@uhn.ac.id>
kepada NSP ▾

Sab, 6 Jan, 04.22 ☆ ↶ ⋮

Dear **NSP**,

Thank you for the information

Regards,
Herman Herman

