

## Review Form 1.6

Journal Name:	<a href="#">Asian Journal of Economics, Business and Accounting</a>
Manuscript Number:	Ms_AJEBA_93136
Title of the Manuscript:	THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE OF PT. PERMODALAN NASIONAL MADANI PERSERO REGIONAL BANDAR LAMPUNG
Type of the Article	Original Research Article

### **General guideline for Peer Review process:**

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

<https://www.jurnalajeba.com/index.php/AJEBA/editorial-policy>

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**PART 1: Review Comments**

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<p><b>Compulsory REVISION</b> comments</p>	<p>The writer has used average English, he /she must read the manuscript again for correction of spelling and grammar.</p> <p><b>1. Spelling mistakes-Transfomasional /Transformational at different pages</b></p> <p><b>2. LITERATURE REVIEW</b></p> <p><b>2.1 The Effect of Transformasional Leadership on Employee Performance</b></p> <p>Transformational leadership consists of two combinations of words, namely, leadership which has a meaning as someone who directs and coordinates, also transformational which comes from the word to transform which means changing one form to another so that if interpreted transformational leadership is leadership that is able to turn an idea into a reality or turn a concept into action. Bass and Avolio (2011) state that</p> <p><b>2. Grammatical error</b></p> <p>Khan et al (2012) transformational leadership in which followers are given more freedom, a sense of ownership and responsibility that allows followers to develop leadership abilities and ultimately increase goals. Meanwhile, according</p> <p><b>descriptions of transformational leadership in this study, obtained indications on the individualized consideration indicator that</b></p> <p>At some places conjunction/preposition is needed, right use of words must be there- like in above example it should be - indicates and not indicator</p> <p>At some place's words are redundant-Please use tools like Grammarly for improving manuscript quality</p> <p>research instrument used to measure the value of the variables in this study was a questionnaire</p> <p>with a Likert assessment method. The data</p> <p><b>3. Proper terminology must be used- for example Likerts Scale is the appropriate way to write to mention that the instrument is using particular scaling techniques</b></p> <p><b>4. Referencing needs complete modification, it is totally inconsistent with the required referencing style, please follow author guidelines in the website <a href="http://www.asianjournalofeconomics.com">Submissions   Asian Journal of Economics, Business and Accounting (journalajeba.com)</a></b></p> <p><b>5. References cited are relevant (However I can see that only 9 references out of 30 are recent 4-5 years old. It will be great if more such recent references are added.</b></p> <p>category with male sex with a frequency of 5 or 1.4%. Furthermore, the number of respondents with more years of service 2 years with a percentage of 42.2%, followed by a working period of 1-2 years with a percentage of 28.0%, a working period of 6-12 months with a percentage of 16.2% and at least a working period of less than 6 months with a percentage of 13.6%. The data shows the tenure of employees of PT. Madani National Capital is a productive period to continue to develop the organization. Based on the characteristics of the position, it is known that respondents are dominated by positions as account officers with a percentage of 46.7%.</p> <p><b>6. It will be great if in addition to this the author presents data in the form of pie charts/bar graph etc. for clarity. It is sufficient</b></p>	

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	<p>if we write males with a frequency of 1.4%(We should avoid redundancy)</p> <p>7. Add some more relevant literature to justify your research objective , why do you feel this topic is significant</p> <p>7.AMOS SEM is done properly, the author can increase the size of model to create better visibility of terms/dimensions as the labels are spread outside the boxes.</p> <p>8.Research methodology is proper, avoid redundancy of words</p> <p>9. Please give specific suggestions it should not be general for example- Change the core values is very general statement- mention how the organization can build the culture by various steps or measures</p>	
<b>Minor</b> REVISION comments	(compulsory revision of manuscript in terms of grammar, spellings and references)	
<b>Optional/General</b> comments	Research is original	

**PART 2:**

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

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