

Review Form 1.7

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_112091
Title of the Manuscript:	Perceived Organizational Support as Mediation of Work Engagement and Self-Efficacy on Employee Performance
Type of the Article	Original Research Article

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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>Compulsory REVISION comments</p> <ol style="list-style-type: none"> 1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript) 2. Is the title of the article suitable? (If not please suggest an alternative title) 3. Is the abstract of the article comprehensive? 4. Are subsections and structure of the manuscript appropriate? 5. Do you think the manuscript is scientifically correct? 6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form. <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<ol style="list-style-type: none"> 1. This manuscript is important as it can provide a strategical framework for organizations to formulate long term strategies for employees by focusing on work engagement strategies through organizational support to provide leverage to performance up to standards 2. The title is suitable 3. Abstract .. is missing out the significance of study.. how research has achieved its objectives? 4. Subsections .. like theoretical and practical implications needs maximum revision.. 5. Reference are not sufficient.. some points are indicated below..... <p>Keywords;</p> <p>Either it is Perceived Organizational Support or Organizational Support</p> <p>Reference Missing.....</p> <p>...." Employee performance in the context of the government agency sector is a significant concern, considering their vital role in providing public services and achieving development goals.".....</p> <p>....."In addition, Indonesia is said to be enjoying a demographic bonus towards a Golden Indonesia in 2045 because the number of productive ages is higher than that of non-productive ages.".....</p> <p>...."On this basis, researchers are interested in creating a Serayu Citanduy Water Resources Management Center as a research location.".....</p> <p>...."Human Capital Theory is helpful in increasing work productivity in carrying out tasks, organizations, and various situations and conditions."...</p> <p>...."In contrast to traditional approaches, which often focus more on mental illness and human weaknesses, positive psychology focuses on an individual's potential to grow and develop.".....</p> <p>...."Apart from that, self-efficacy also refers to belief in one's ability to motivate the intellectual abilities and behaviors necessary to perform a particular task successfully.".....</p> <p>...."Self-efficacy includes not only confidence in technical abilities but also the ability to adapt to environmental changes, work in teams, and deal with work pressure that may arise".....</p> <p>Data Analysis Techniques.</p> <p>....why PLS-SEM was chosen over other SEM techniques and how it suits the research's objectives.... Explanation is missing..</p> <p>Statistical Values Justification are missing like..</p> <p>the values of composite reliability (CR) typically fall between the values of Cronbach's alpha (α) and</p>	

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	<p>the average variance extracted (AVE) in the context of structural equation modeling (SEM) But in your study the values of CR are higher than CA... please narrate the logics/justify these..</p> <p>Interpretation of Results..</p> <p>Why work Engagement is change in to Work Involvement.. like in"4.3.1 The relationship between work involvement and employee performance"....</p> <p>Mediation Effect...</p> <p>... narration is missing while interpreting the results that to what extent mediating variables is mediating the effects of IV on DV and what types of mediation you have observed in results either it is partial mediation / full mediation / Indirect mediation / Parallel Mediation / Serial Mediation..... and how it support your research objectives....</p> <p>Theoretical & Practical Implications</p> <p>are not explaining how "Human Capital Theory" and "Positive Psychology Theory"... is justified with the finding of this research.... &....to what extent this study have achieved its research objectives....</p>	
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>Hypothesis.... Do not start hypothesis with abbreviations like</p> <p>... "H3: POS has a positive effect on employee performance"....</p> <p>... "H4: POS mediates the positive influence of work engagement on employee performance"....</p> <p>... "H5: POS mediates the positive influence of self-efficacy on employee performance"....</p>	
<p>Optional/General comments</p>		

PART 2:

	<p>Reviewer's comment</p>	<p>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>
<p>Are there ethical issues in this manuscript?</p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

Reviewer Details:

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