

Review Form 1.7

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_116171
Title of the Manuscript:	COMPETENCE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE MEDIATED BY CAREER DEVELOPMENT
Type of the Article	

Review Form 1.7

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> <p>1. Is the manuscript important for scientific community? (Please write few sentences on this manuscript)</p> <p>2. Is the title of the article suitable? (If not please suggest an alternative title)</p> <p>3. Is the abstract of the article comprehensive?</p> <p>4. Are subsections and structure of the manuscript appropriate?</p> <p>5. Do you think the manuscript is scientifically correct?</p> <p>6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.</p> <p><u>(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)</u></p>	<p>The manuscript is useful to the scientific community. It has proven that competence, work motivation and career development have a significant and positive influence on employee performance, with the career development factor being an intermediate variable affecting employee performance. Experimental research in a specific environment at Banyumas Industry and Trade Office, Indonesia.</p> <p>The title of this article is suitable.</p> <p>The abstract of this article meets the requirements</p> <p>Overall assessment of the manuscript's structure is appropriate. But pay attention to the logical order of the testing of research results (subsections 4)</p> <p>This manuscript is scientifically correct. There are only a few minor and not fundamental shortcomings.</p> <p>References are fully cited and recent.</p>	
<p>Minor REVISION comments</p> <p>1. Is language/English quality of the article suitable for scholarly communications?</p>	<p>The English quality of the article is suitable for academic communication purposes, but there are few spelling errors.</p>	
<p>Optional/General comments</p>	<p>I/ In section 4, in my opinion, the evaluation process should be rearranged in the following order: - First, we must test the reliability of the scales (Cronbach's Alpha) and composite reliability (CR). Therefore, the article should move section (4.2 Reliability Test) to the first order. - Second, we evaluate convergent validity through evaluating variance extracted (AVE). - Third, We evaluate Discriminant Validity. It is determined by observing the cross-loading value or Heterotrait-Monotrait Ratio (HTMT). If the article can supplement this table of results, it will increase its scientific credibility. - Next, Testing the Measurement Model (Outer Model) - (Figure 2. Structural Model) - Next, Measurement Model Testing (Inner Model) - (Table: Value of the Coefficient of Determination (R-Square). II/ Note the conclusions of subsections 4.5.1 and 4.5.2 When we compare the results of table 4 and table 5, we see that the indirect impact coefficient (X1->Z->Y and X2->Z->Y) is smaller than the coefficient direct effects (X1->Y and X2->Y), This means that the variable Career Development partly mediates the effect on Performance. III/ Review some errors in section 4.3; subsection 4.4.1; 4.4.3; 4.4.4; 4.4.5 - In section 4.3. The explanation below table 3 has the word "Table 5"? - In subsection 4.4.1; 4.4.3; 4.4.4; 4.4.5. Review these sentences "this follows the Social Exchange Theory theory,"? IV/ Section 5: Conclusion - Note that the third line stating: "<u>Career Development</u> has a significant positive effect on the</p>	

[Review Form 1.7](#)

	<p><i>Performance of Employees of the Banyumas Industry and Trade Office when mediated by <u>Career Development</u></i>" which is not correct. Should be rewrite: "Career Development has a significant positive effect on the Performance of Employees of the Banyumas Industry and Trade Office"</p> <p>- Add the following relationships: "Competence has a significant positive effect on the Performance of Employees of the Banyumas Industry and Trade Office when mediated by Career Development"</p>	
--	---	--

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>	

Reviewer Details:

Name:	Vu Truc Phuc
Department, University & Country	Gia Dinh University, Vietnam