

Review Form 3

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_124611
Title of the Manuscript:	THE INFLUENCE OF WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES OF PERUM BULOG WEST JAVA REGION THROUGH COMMITMENT AND ACHIEVEMENT MOTIVATION
Type of the Article	Original Research Article

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PART 1: Review Comments

Compulsory REVISION comments	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
<p>Please write a few sentences regarding the importance of this manuscript for the scientific community. Why do you like (or dislike) this manuscript? A minimum of 3-4 sentences may be required for this part.</p>	<p>The failure to achieve the performance target that occurred in all branch offices (especially in 2021-2022), did not occur in 2023. This phenomenon is quite interesting to study because there is a difference in performance at the branch office. In fact, Perum BULOG has provided and prepared a work environment that can support the achievement of optimal performance for each of its branches. The facilities and infrastructure owned by each branch office are also constantly improved and maintained and adjusted to the needs of each branch office so that it can operate optimally. The provision of a supportive work environment by Perum BULOG also aims to make employees have a high commitment to the Company. This high commitment is also expected to improve their performance in the end. In addition, the employees also feel that working at Perum BULOG is a pride for them because Perum BULOG is one of the companies owned by the Ministry of SOEs. Therefore, employees not only have a high commitment to their company but also have high motivation to achieve. This is in accordance with the values applied by the Ministry of SOEs for all companies under it, namely AKHLAK. Therefore, each employee is alleged to have a great commitment and motivation to the progress of Perum BULOG.</p> <p>(The author highlights prominently the linkage among variables and explains the concept in a logical sequence.)</p>	
<p>Is the title of the article suitable? (If not please suggest an alternative title)</p>	<p>It is better to use the title "THE INFLUENCE OF WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE OF PERUM BULOG WEST JAVA REGION THROUGH COMMITMENT AND ACHIEVEMENT MOTIVATION".</p>	
<p>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</p>	<p>The author should add data collection method and analysis method instead of describing analysis technique in the abstract.</p>	
<p>Are subsections and structure of the manuscript appropriate?</p>	<p>The title of section 2 should be "Literature Review" rather than using "Methods".</p>	
<p>Please write a few sentences regarding the scientific correctness of this manuscript. Why do you think that this manuscript is scientifically robust and technically sound? A minimum of 3-4 sentences may be required for this part.</p>	<p>Based on the results of the test through bootstrapping, a value of the work environment variable on employee performance was obtained with a t-statistics' value of 24.526 (greater than 1.65) and a p-value of 0.000 (less than 0.05). So it can be concluded that the work environment variable has a significant effect on employee performance and the first hypothesis is accepted. This shows that a good work environment system is able to guarantee employee performance which ultimately allows the company to obtain positive attitudes and behaviors that will work productively for the interests of the company so that it will also have a good impact and can provide benefits for the company. (The results reflect one objective of the study and the author explains logically according to the findings.)</p>	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</p>	<p>The references are sufficient and recent because it includes 36 references and cites the papers published within 2015-2023.</p>	

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Minor REVISION comments Is the language/English quality of the article suitable for scholarly communications?	The language/English quality of the article is suitable for scholarly communications. However, it needs to concise and compact instead of using repetitive words/explanation.	
Optional/General comments	It is appropriate to publish this article. The study pinpoints noteworthy concept in which work environment is supportive to improve performance with the integration of commitment and achievement motivation.	

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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