

## Review Form 1.6

Journal Name:	<a href="#">Journal of Economics, Management and Trade</a>
Manuscript Number:	Ms_JEMT_87664
Title of the Manuscript:	The Effect of Employee Training on Organizational Commitment and Turnover Intention: A Mediating Role of Job Satisfaction
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.journaljemt.com/index.php/JEMT/editorial-policy> )

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**PART 1: Review Comments**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (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)
<b>Compulsory</b> REVISION comments		
<b>Minor</b> REVISION comments	<p>Congratulations to the author(s) for their paper. The paper explores that to examine the effect of employee training on organizational commitment and turnover intention with mediates job satisfaction. The paper demonstrates that job satisfaction had an influence on organizational commitment if the rights as an employee feel fulfilled; it will be a nightmare for the organization if the rights of employees feel that they were not being fulfilled, and employees who have the opportunity to promote their career paths as a form of satisfaction will create employee organizational commitment to the company so as to minimize the level of turnover intention.</p> <p>The topic of the manuscript is very relevant and in line with the aims and scope of the journal which makes this manuscript interesting. However, I have some minor concerns that need to be addressed. I'll explain them in the order of importance.</p> <ol style="list-style-type: none"> <li>1) Tables are structural forms with rows and columns. For this reason, shape and table separation should be done well.</li> <li>2) The novel contribution of the manuscript shall be made clear in the introduction. What does the paper adds to international literature?</li> <li>3) General statements shall be removed.</li> <li>4) The adopted methodology shall be described. All methods used, assumptions made shall be justified.</li> <li>5) Conclusions shall be specific and connected to your analysis of previous sections.</li> <li>6) The English are very weak. There is a need for English Editing.</li> <li>7) In my opinion, the policy recommendations do not have justification in the empirical results.</li> <li>8) Please clearly highlight the literature gap this study tries to fill in. Let's write a selection from the current literature after 2019 and 2020.</li> <li>9) It should be explained more clearly why the subjects in this study are employees of the Banjar Hospital-Indonesia; the respondent criteria are employees who have worked for at least 1 year and Employee Training, Organizational Commitment, Turnover Intentions, Job Satisfaction as Dependent\ Independent Variables are especially preferred, let's give the reason.</li> <li>10) Why the method (Confirmatory Factor Analysis and Structural Equation Model) used was chosen. You explained in the data analysis and results section but it should be explained in detail before this section. How this method is essential to address limitations in this area? Please justify on why Structural Equation Modeling (as you mentioned in the Hypotheses Confirmation section) is the most appropriate method for examining the selected thematic.</li> <li>11) Why Indonesia Banjar Hospital employees were preferred, let's give the reason.</li> <li>12) Let's revise the way of giving references according to the spelling rules of the journal.</li> </ol>	

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	<p>13) The writing needs to better. There are a plethora of run-on sentences and grammatical errors throughout. The writing issues sometimes make the paper difficult to read. Although there are not a lot of obvious mistakes, the style is clunky and I advise that the manuscript is proffered by a native English speaker. In general, the paper needs to be proofread and copy edited.</p> <p>14- Those mentioned in the literature review can be tabulated. This makes it easier for the reader to understand.</p> <p>15- Overall, the abbreviations seem to be inconvenient since their notations were not explained when they first appear. Author(s) are suggested to revise the paper throughout.</p> <p>16- Overall, Author(s) are suggested to use more figure and table presentations which will help in understanding the whole picture of the study.</p> <p>17- Overall, more studies in the existing literature on the topic should have been cited/presented to make clear the contribution of the study. This will also help in showing how the study is going to fill the gap in the extant literature.</p> <p>18- And lastly, adding the conclusion section regardless of the discussion section will be useful for the paper.</p> <p>19- Finally, the concluding should address more specific outcomes of the contribution of the positive significant association between employee training and organizational commitment amongst Indonesia Banjar Hospital employees.</p>	
<b>Optional/General</b> comments		

**PART 2:**

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

**Reviewer Details:**

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