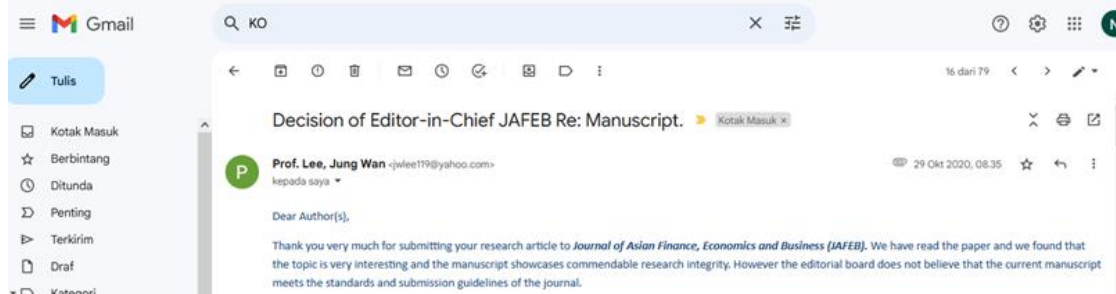


## ARTIKEL JURNAL INTERNASIONAL BEREPUTASI

Judul artikel Jurnal: The influence of employee competency and career management on career commitment: Regional government in Indonesia  
Jurnal : Journal of Asian Finance, Economics and Business, 2020, Volume 7 (12), 1045–1052.  
Penulis : **Juliansyah Noor, Agus Suherli, Ade Jaya Sutisna**

No	Perihal	Tanggal
1	Bukti konfirmasi submit artikel dan artikel yang disubmit dan Review	29 Oktober 2020
2	Bukti Konfirmasi Submit Revisi Respon kepada Reviewer, dan Artikel yang Diresubmit	30 Oktober 2020
3	Bukti konfirmasi artikel accepted dan published online	9 November 2020

## 1. Bukti Konfirmasi Submit Artikel dan Artikel yang Disubmit dan Review (29 Oktober 2020)



Dear Author(s),

Thank you very much for submitting your research article to *Journal of Asian Finance, Economics and Business (JAFEB)*. We have read the paper and we found that the topic is very interesting and the manuscript showcases commendable research integrity. However the editorial board does not believe that the current manuscript meets the standards and submission guidelines of the journal.

**Editorial Board's Selection and Revision Invitation Policy (Updated on October 2020):** Please note that **Editorial Board of the journal will be very selective**, accepting only the articles on the basis of **scholarly merit, research significance, research integrity and complete compliance with the journal style guidelines (APA)**. The JAFEB Editorial Board respects and promotes all authors and contributors on the basis of research ability and experience **without considering race, ethnicity, nationality, citizenship, financial means, or any of narrow frames of reference**. **From October 2020, all new submissions to the journal are assessed in two stages**. The first hurdle is an editorial screening where we evaluate whether a paper is likely to get through the peer review process or not. If the Desk Editor does not believe that the submission is suitable for the aims and scope, standards, and Editorial Board's selection policy of the journal, then the submission will be rejected at the front stage. Only about 25% of our submissions pass this hurdle. **The submissions we decide to take forward for the peer review process badly need to be well structured, well written, good presentation of English, firmly anchored in existing academic literature, and complete compliance with the journal style guide and template**. Only after careful consideration by Desk Editors based on the editorial grounds, the Desk Editor will selectively send the paper out to external peer reviewers. In particular, the following must be addressed and met the requirements and guidelines: **The same rules will be strictly applied for all new submissions**.

**1. JAFEB Engagement:** If the literature current, relevant, and broad enough to set the context for the research, you should engage with the style and the discussions published in JAFEB. The work in the journal evolved considerably as you can see on [JAFEB Archive](#). To fully contribute to the subject, you will need to engage with JAFEB. To do so: you

should **include at least 3 - 5 relevant references in JAFEB**. Your paper should reflect the cutting edge thinking of relevant literature in JAFEB.

**2. JEL Classification Code:** Please provide 3- 5 JEL classification codes, separated by comma (,)

**3. Tables and Figures:** JAFEB accepts Tables/Figures created by the author's own work only. Number Tables/Figures consecutively in accordance with their appearance in the text. Tables must be adjustable. Avoid vertical rules. Extremely large tables that take more than one page print are NOT acceptable. Be sparing in the use of tables and ensure that the data presented in tables do not duplicate results described elsewhere in the article. A paper in JAFEB from now on may include a maximum of six (6) tables/figures/appendixes in total. In particular, JAFEB does not accept any figures/artworks borrowed from others (i.e. output of AMOS, charts and reports of Statistics Agency's), if not created by the author's own creative work. Please reduce a number of tables/figures/appendixes and resize/adjust the oversized tables to fit in a single page print, if any corrections required in your case.

**4. Citation and Reference Style Guides:** Authors are expected to adhere to the guidelines of **APA 6<sup>th</sup> or 7<sup>th</sup> edition (American Psychological Association)**. Please provide full information of publications complying with the APA citation and reference styles. **Please ensure that every reference cited in the text is also present in the reference list (and vice versa).**

[**Special Note:** (1) Please ensure that every reference cited in the text is also present in the reference list (and vice versa). For this purpose please best use "**Find**" function in MS-Word Documents.

(2) All citations in the text should refer to: **Two authors:** list all authors' surname (family name) only, using "**and**" between two authors and separating with parentheses for the year of publication, for example, **Lee and Nguyen (2020)** in the main text, or everything in parentheses using "**&**" and separating with a comma between the two authors and the year of publication (**Lee & Nguyen, 2020**).

[**Important!** Please translate all references in local languages (i.e. Vietnamese, Indonesian, Malay, Thai, Pakistani, Arabic, Russian, Ukrainian, Chinese) into English (through Google translator or AI translators) according to APA style guide at its best.]

**Journals:** Lee, J. W., & Nguyen, A. H. (2020). Citations and reference style guides of APA 6th edition and Asian names. *Journal of Asian Finance, Economics and Business*, 7(1), 2-4. <https://doi.org/10.13106/jafeb.2020.vol7.no1.2>

**Book (ISBN):** Greenberg, P. (2001). *CRM at the Speed of Light* (5th ed.). Emeryville, CA: Lycos Press.

**Edited book:** Burton, R. R. (1982). Diagnosing bugs in a simple procedure skill. In: D. H. Sleeman, & J. S. Brown (Eds.), *Intelligent Tutoring Systems* (pp.120-135), London, UK: Academic Press.

**Conference proceedings:** Lee, J. W., & Kim, Y. E. (2017). Green distribution and its economic impact on the distribution industry. In: *Proceedings of the Second International Conference of KODISA* (pp.12-32). Ho Chi Minh City, Vietnam, July 6-8. Seoul, Korea: KODISA Publishing.**Internet resources:** Kim, D. H., & Youn, M. K. (2012). What is about distribution knowledge, research, and journal?. *KODISA Newsletter*. Retrieved October

30, 2019 (actual access date), from [http://kodisa.org/](http://kodisa.org/index.php?mid=Conferences&document_srl=8862) index.php?mid=Conferences  
&document\_srl=8862.

Thank you for your interest in and support for success of the journal.

Jung Wan LEE, Ph.D.

Editor-in-Chief

**Journal of Asian Finance, Economics and Business (JAFEB)**

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**Professor Lee, Jung Wan (Lee, J.W.) Ph.D.**

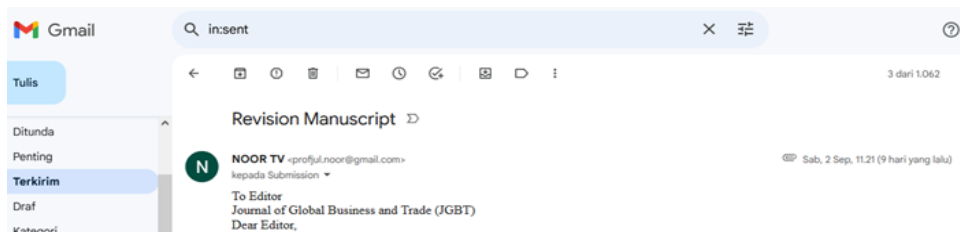
School of International Economics and Trade

Anhui University of Finance and Economics (AUFE)

962 Caoshan Road, Bengbu City, Anhui Province, China 233030

## 2. Bukti Konfirmasi Submit Revisi, Respon kepada Reviewer, dan Artikel yang Diresubmit

### RESPONSE TO THE REVIEWERS JOURNAL OF ASIAN FINANCE, ECONOMICS AND BUSINESS



## JAFEB Manuscript Revision Report Form Journal of Asian Finance, Economics and Business (JAFEB)

Print ISSN: 2288-4637 Online ISSN: 2288-4645

**[Important Note:** Thank you very much for submitting your research article to *Journal of Asian Finance, Economics and Business* (JAFEB). All new submissions to the journal are assessed in two stages. The first hurdle is an editorial screening where we evaluate whether a paper is likely to get through the peer review process or not. If the Desk Editor finds that the submission is suitable for the aims and scope, standards, and Editorial Board's selection policy of the journal then the Desk Editor invites to revise and structure the manuscript (in a consolidated file based on the journal template) and resubmit a revised manuscript for further consideration of the Desk Editor. Please be noted that only about 25% of our submissions pass this hurdle. This revision opportunity is your case. **The submissions we decide to take forward for the peer review process need to be well structured, well written, firmly anchored in existing academic literature, and complete compliance with the revision request and template.** Only after careful consideration by the Desk Editor based on the editorial grounds, the Desk Editor will selectively send the paper out to external peer reviewers. In particular, the following must be addressed and met the requirements and guidelines:

<b>Manuscript Title</b>	The Influence of Employee Competency and Career Management on Career Commitment: Regional Government in Indonesia	
<b>Corresponding Author's Name and Contact Details</b>	Juliansyah Noor Jl. Soekarno - Hatta, Lebak, Banten, Indonesia 42317. Tel. +6281299232027. Email: profjul.noor@gmail.com	
<b>Editor's Requirements and Recommendations</b> [Ten Golden Rules of JAFEB Manuscripts]	<b>Responses and Comments or Rebuttals</b> [The author(s) <b>MUST</b> provide some answers for <b>EACH</b> item]	

## **S1. Page Setting**

Please set up Default **Page Layout**: Page Columns in **One column**, Page Size in **Letter size** (8.5 x 11 inch). **NO A4 size**, Page Orientation in **Portrait**, Page Margins **Top (1 inch) Bottom (1 inch) Left (0.8 inch) Right (0.75 inch)**.

Please set up Default **Paragraph** panel: Tabs stop **0.5 inch left** for each paragraph, Line Spacing in **Single line** (before 0 and after 0 spacing snapped), Alignment in **Justified alignment**, Outline Level in **Body text**.

Please set up Default **Font** panel:

**For Headings and Subheadings: Font in Times New Roman, Font Size in 12 size and Bold, Capitalize Each Word**

**For Main Text: Font in Times New Roman, Font Size in 12 size**

**For Tables and Appendixes: Font in Arial, Font Size in 9 size (8 minimum)**

Please **do not apply any style** for Headings and body text for the entire document

**We have been following the standards and submission guidelines of JAFEB**

## **S2. Author's Name Presentation by APA**

The authors' full name must be appeared in order of First name, Given name (if any), and LAST NAME (=FAMILY NAME = SURNAME) for its indexing purpose correctly according to the APA format. Please indicate the authors' SURNAME (FAMILY NAME) in ALL CAPITAL letters.

For example, Prof. Lee Jung Wan in the Asian name format (i.e., Jung Wan Lee in a U.S. form) should be indicated as Jung Wan LEE; accordingly, [Jung Wan LEE] will be indexed as of [Lee, J. W.] in Clarivate Analytics' Web of Science and Scopus).

Lee, J.W., & Xuan, Y. (2019). Effects of Technology and Innovation Management and Total Factor Productivity on the Economic Growth of China. *Journal of Asian Finance, Economics and Business*, 6(2), 63-73.  
<https://doi.org/10.13106/jafeb.2019.vol6.no2.63>

**We use an American Psychological Association 6th edition format with Mendeley reference manager.**

<p>Another example, Professors Ha Hong Hanh and Nguyen Huu Anh in the Asian name format should be indicated as Hanh Hong HA, Anh Huu NGUYEN; accordingly the two names will be indexed as of [Ha, H. H.; Nguyen, A. H.].</p> <p>Ha, H. H., &amp; Nguyen, A. H. (2020). Determinants of voluntary audit of small and medium sized enterprises: Evidence from Vietnam. <i>Journal of Asian Finance, Economics and Business</i>, 7(5), 41-50. <a href="https://doi.org/10.13106/jafeb.2020.vol7.no5.041">https://doi.org/10.13106/jafeb.2020.vol7.no5.041</a></p> <p><b>[Important! Single name author]</b></p> <p>There are many cases of a single name from Indonesia and India and others. However, JAFEB articles adopt APA style format in references and citations and also indexing purpose in Web of Science and Scopus etc. For this purpose, all names must be presented at least two words (if the full name is “Thomson”, i.e., T. THOMSON or Thomson THOMSON) so that this format will be indexed as "Thomson, T." in Scopus and Web of Science.</p> <p>It is such a pity that we have to adopt the APA format inevitably and keep consistency of the name format to promote large readership across international academic community. In conclusion, for publication purpose the two name format will be used.</p>	
<p><b>S3. Self-Citation Restriction Policy</b></p> <p>The self-citation refers to when an author refers to the previous works written by him/her alone or in co-authorship and cites them. Self-cites are used to compare current results of the research with earlier findings when continuing to study the same subject. It seems that the only reasonable solution for the issues of self-plagiarism, research integrity, and originality is to limit the amount of self-citations. JAFEB Self-Citation Restriction Policy regulates that <b>the self-citation level should not exceed 10% for authors and 20% for co-authors together and 15% for JAFEB. Please rewrite and remove any outnumbered self-citations, if any corrections required in your case.</b></p> <p><b>If the reference checker (software) finds that the author(s) break the rules, then the manuscript will be automatically rejected by the Desk Editor without further review.</b></p>	<p><b>We have not self-citation.</b></p>
<p><b>1. JAFEB Engagement:</b></p>	<p><b>We have been cited the relevant references from JEFEB, namely:</b></p>

<p>If the literature current, relevant, and broad enough to set the context for the research, you should engage with the style and the discussions published in JAFEB. The work in the journal evolved considerably as you can see on <a href="#">JAFEB Archive</a>. To fully contribute to the subject, you will need to engage with JAFEB. To do so: you should <b>include at least 3 - 5 relevant references in JAFEB</b>. Your paper should reflect the cutting edge thinking of relevant literature in JAFEB.</p> <p><b>If the manuscript does not include at least THREE citations/references from JAFEB, the manuscript would be stopped/rejected by the Desk Editor without further review.</b></p>	<p>Sumaryati, A., Novitasari, E. P., &amp; Machmuddah, Z. (2020). Accounting Information System, Internal Control System, Human Resource Competency and Quality of Local Government Financial Statements in Indonesia. <i>The Journal of Asian Finance, Economics and Business</i>, 7(10), 795–802. <a href="https://doi.org/10.13106/jafeb.2020.vol7.n10.795">https://doi.org/10.13106/jafeb.2020.vol7.n10.795</a></p> <p>Nguyen, D. T., Ha, V. D., &amp; Dang, T. T. N. (2020). The impact of human resource management activities on the compatibility and work results. <i>Journal of Asian Finance, Economics and Business</i>, 7(9), 621–629. <a href="https://doi.org/10.13106/JAFEB.2020.vol7.N09.621">https://doi.org/10.13106/JAFEB.2020.vol7.N09.621</a></p> <p>Park, Y. H. (2020). Career competencies and perceived work performance. <i>Journal of Asian Finance, Economics and Business</i>, 7(6), 317–326. <a href="https://doi.org/10.13106/JAFEB.2020.VOL7.NO6.317">https://doi.org/10.13106/JAFEB.2020.VOL7.NO6.317</a></p> <p>Luc, P. T. (2020). Outcome expectations and social entrepreneurial intention: Integration of planned behavior and social cognitive career theory. <i>Journal of Asian Finance, Economics and Business</i>, 7(6), 399–407. <a href="https://doi.org/10.13106/JAFEB.2020.VOL7.NO6.399">https://doi.org/10.13106/JAFEB.2020.VOL7.NO6.399</a></p>
<p><b>2. Abstract</b></p> <p>Abstract must adhere to the following: A concise and factual abstract is required. <b>Please rewrite abstract to reach about 200 words in total</b> for this purpose. The abstract should describe the following items in order of: <b>1) the purpose of the research</b> (for example. The study investigates/examines..., but NO research background statements/problem statements at the beginning), <b>2) data, materials, and methodology</b> (for example. This study employs samples/survey data/time series data of ...), <b>3) the results</b> (for example, The results show/reveal that</p>	<p><b>We have been providing provide abstract to reach about 200 words in total. The content of Our abstract consists of the aim of research, data, methodology, result, and major finding.</b></p>



<p>.....), and <b>4) major findings</b> (for example, The findings of this study suggest that ..., but NO suggestions/recommendations/implications) in an <b>unstructured manner</b>. An abstract is often presented separately from the article, so <b>it must be able to stand alone</b>. Please provide abstract to reach about <b>200 (197 ~ 203) words in total</b>.</p> <p><b>If the word counter (software) finds more than 5% deviation, the manuscript will be rejected by the Desk Editor without further review.</b></p>	
<p><b>3. Keywords:</b> Please provide <b>Maximum of 5 keywords</b>, separated by comma (,)</p> <p>It is crucial to the appropriate indexing of the papers are to be given. e.g., Financial Economics, Emerging Markets, Technology Acceptance Model</p>	<p>We have given our article <b>4 keywords</b>. Employee Competency; Career Management; Career Commitment, Regional Government</p>
<p><b>4. JEL Classification Code:</b> Please provide <b>3-5 JEL classification codes</b>, separated by comma (,)</p> <p>These codes will be used for indexing purposes.</p>	<p><b>JEL Classification Code:</b> M10, M12, M19</p>
<p><b>5. No Footnotes, but Endnotes Acceptable:</b> <b>JAFEB does not accept Footnotes</b> due to technical problems of online XML publication. Please convert all footnotes to endnotes, otherwise please incorporate all footnotes into text at its best.</p>	<p>We have no footnotes.</p>
<p><b>6. Word Count:</b></p> <p>While no maximum length for manuscripts is prescribed, authors are encouraged to write concisely and clearly. As a guide, <b>short communications</b> should be between <b>3000 – 5000 words</b> and <b>regular articles</b> should be between <b>5,000 - 7,000 words</b> in length. However, <b>any of full papers should be NO longer than 10 pages in a final print and NO more than 8000 words in total, with all inclusive</b>.</p> <p><b>If the word counter (software) finds more than 5% deviation, the manuscript would be stopped/rejected by the Desk Editor without further review.</b></p>	<p>Our manuscript has 3,181 words</p>

## 7. Tables and Figures:

**JAFEB accepts Tables/Figures created by the author's own work only.** Number Tables/Figures consecutively in accordance with their appearance in the text. Tables must be adjustable. **Avoid vertical rules. Extremely large tables that take more than one page print are NOT acceptable.** Be sparing in the use of tables and ensure that the data presented in tables do not duplicate results described elsewhere in the article.

A paper in JAFEB from now on may include **a maximum of six (6) tables/figures/appendixes in total.**

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**Table and figure in our article have followed the standards and submission guidelines of JAFEB.**

## 8. Citation and Reference Style Guides:

Authors are expected to **adhere to the guidelines of APA 6<sup>th</sup> or 7<sup>th</sup> edition (American Psychological Association).** Please provide full information of publications complying with the APA citation and reference styles.

**Please ensure that every reference cited in the text is also present in the reference list (and vice versa).**

**If the reference checker (software) finds more than THREE unmatched citations/references, then the manuscript will be automatically rejected by the Desk Editor without further review.**

**[Important!]** Please translate all references in local languages (i.e. Vietnamese, Indonesian, Malay, Thai, Pakistani, Arabic, Russian, Ukrainian) into English (through Google translator or AI translators) according to APA style guide at its best.

**If any references are not translated to English, then the manuscript will be automatically rejected**

We have not used the book or journal in Bahasa, and we have cited with **American Psychological Association 6th edition** format and using **Mendeley reference manager.**

Armstrong-Stassen, M., & Ursel, N. D. (2009). Perceived organizational support, career satisfaction, and the retention of older workers. *Journal of Occupational and Organizational Psychology*, 82(1), 201–220. <https://doi.org/10.1348/096317908X288838>

Bagdadli, S., & Gianecchini, M. (2019). Organizational career management practices and objective career success: A systematic review and framework. *Human Resource Management Review*, 29(3), 353–370. <https://doi.org/10.1016/j.hrmr.2018.08.001>

**by the Desk Editor without further review,  
JAFEB publishes all articles in English only!**

In particular, all citations in the text should refer to: **Two authors: list all authors' surname (family names) with Lee and Nguyen (2020) in the text or (Lee & Nguyen, 2020) in parentheses** separating the two authors and the year of publication.

**Journals:** Lee, J. W., & Nguyen, A. H. (2020).

Citations and reference style guides of APA 6th edition and Asian names. *Journal of Asian Finance, Economics and Business*, 7(1), 2-4.  
<https://doi.org/10.13106/jafeb.2020.vol7.no1.2>

**Book (ISBN):** Greenberg, P. (2001). *CRM at the Speed of Light* (5th ed.). Emeryville, CA: Lycos Press.

**Edited book:** Burton, R. R. (1982). Diagnosing bugs in a simple procedure skill. In: D. H. Sleeman, & J. S. Brown (Eds.), *Intelligent Tutoring Systems* (pp.120-135), London, UK: Academic Press.

**Conference proceedings:** Lee, J. W., & Kim, Y. E. (2017). Green distribution and its economic impact on the distribution industry. In: *Proceedings of the Second International Conference of KODISA* (pp.12-32). Ho Chi Minh City, Vietnam, July 6-8. Seoul, Korea: KODISA Publishing.

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I, the undersigned, hereby attest and confirm:

1. That the manuscript has no actual or potential conflict of interest or any perception of influence with any organization or party, whether individual or group, including but not limited to any financial, personal or otherwise, within three years from the date of submission of work;
2. That this manuscript has not been published previously, that it is not under consideration for publication elsewhere, and that the manuscript is not being simultaneously submitted elsewhere;
3. That I grant to KODISA, upon acceptance by the editor for publication in the journal, the exclusive right and license to publish, distribute, and otherwise disseminate the contents of the manuscript in any manner, including but not limited to the right to sub-license appropriate publishing or distribution rights, the material in the article in or through any media format, whether printed, electronic, online, CD-ROM, microfiche or otherwise;
4. That I will follow the highest standards of publication ethics and the Code of Conduct of KODISA journals.

Name of Corresponding Author Juliansyah Noor



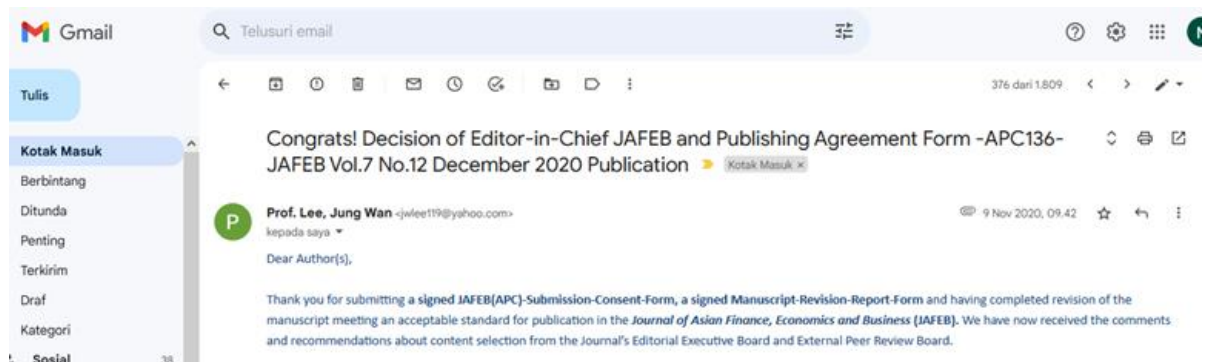
Signature

Date

October 30 2020

**JAFEB and KODISA Journal's Editorial Board**

### 3. Bukti konfirmasi artikel accepted dan Publikasi Online (9 November)



Dear Author(s),

Thank you for submitting a **signed JAFEB(APC)-Submission-Consent-Form**, a **signed Manuscript-Revision-Report-Form** and having completed revision of the manuscript meeting an acceptable standard for publication in the *Journal of Asian Finance, Economics and Business (JAFEB)*. We have now received the comments and recommendations about content selection from the Journal's Editorial Executive Board and External Peer Review Board.

**Congratulations!** The Editorial Executive Board voted on your revised manuscript in favor of publication and the article has been **"Accepted" in its current form** for publication in the *Journal of Asian Finance, Economics and Business (JAFEB)*. From now on your article will be moving forward to **the production pipeline with a typesetter** so that your article will be published and printed in **JAFEB Volume 7 Issue 12** on the date of **December 30, 2020** at the latest with DOI information and printed in hard copy [Print ISSN: 2288-4637]. For your information, **Scopus SciMago CiteScore2019(0.5), SJR2019(Q3; 0.192), and SNIP2019(1.219) scores of JAFEB has been in place on Scopus and the SciMago website from June 2020** (CiteScore Tracker2020 indicates **1.90** as this date of **October 2, 2020**. It has been a continuous hike every month, month after month).

Thank you for your interest and support for the journal.

Jung Wan LEE, Ph.D.

Editor-in-Chief

**Journal of Asian Finance, Economics and Business (JAFEB)**

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**Professor Lee, Jung Wan (Lee, J.W.) Ph.D.**

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