

ARTIKEL JURNAL INTERNASIONAL BEREPUTASI

Judul artikel Jurnal: The Nexus of Teamwork, Communication Competence, and Employee Performance: Mediating Role of Employee Competence

Jurnal : Journal of Global Business and Trade, 2023, volume 19 (6),

Penulis : Juliansyah Noor, Soleh, Jimmy Bintarawan

No	Perihal	Tanggal
1	Bukti konfirmasi submit artikel dan artikel yang disubmit	24 Agustus 2023
2	Bukti konfirmasi review dan hasil review pertama	26 Agustus 2023
3	Bukti Konfirmasi Submit Revisi Pertama, Respon kepada Reviewer, dan Artikel yang Diresubmit	2 September 2023
4	Bukti konfirmasi artikel accepted	7 September 2023
5	Bukti konfirmasi artikel published online	8 September 2023

1. Bukti Konfirmasi Submit Artikel dan Artikel yang Disubmit (24 Agustus 2023)



JGBT (GBT-23-0314)
Kotak Masuk
Submission JGBT

24 Agu 2023, 15.26 (4 hari yang lalu)

kepada saya, 전순환

Dear Juliansyah Noor,

Thank you for submitting your paper to JGBT for possible publication.

The journal takes a broad perspective of the global economy by covering many vibrant sectors such as manufacturing, retailing, international trade, agricultural economy, tourism, information technology, e-commerce and entrepreneurship.

We try to expedite the review process within a month or so. However, the review process can sometimes be slow as it depends on reviews.

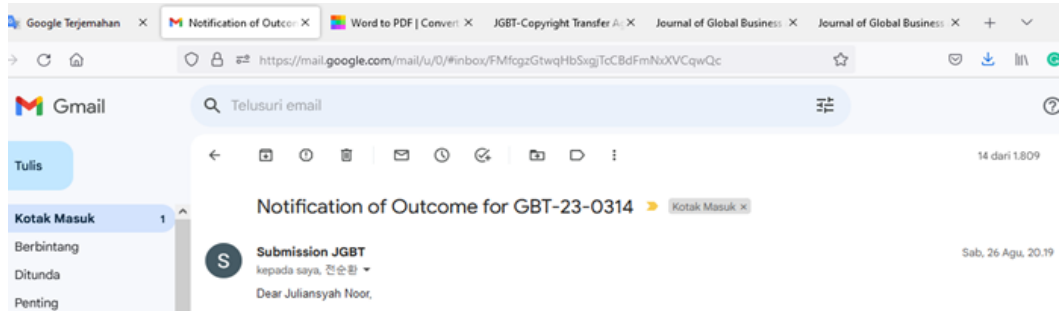
Once again, thank you for submitting your paper to JGBT for possible publication.

Sincerely,

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Journal of Global Business and Trade (JGBT)
E-Mail: JGBT.Submission@gmail.com

2. Bukti konfirmasi review dan hasil review pertama



Sab, 26 Agu, 2023,
kepada saya, 전순환
Dear Juliansyah Noor,

Thank you for submitting your manuscript entitled “The Nexus of Teamwork, Communication Competence, and Employee Performance: Mediating Role of Employee Competence” to the Journal of Global Business and Trade (JGBT).

The reviewer(s) have responded positively to your manuscript, but also suggest some major revisions. Therefore, I invite you to respond to the reviewer(s)’ comments and revise your manuscript. I have attached any reports I have received. It may also be helpful to prepare notes for the referee/s and editor outlining the changes you make in your revision.

Because we are trying to facilitate timely publication of manuscripts submitted to the JGBT, your revised manuscript should be re-submitted to me at jgbt.submission@gmail.com as e-mail attachment as soon as possible. If it is not possible for you to submit your revision in 30 days, we may have to consider your paper as a new submission.

Once again, thank you for submitting your manuscript to the JGBT and I look forward to receiving your revision.

Sincerely,

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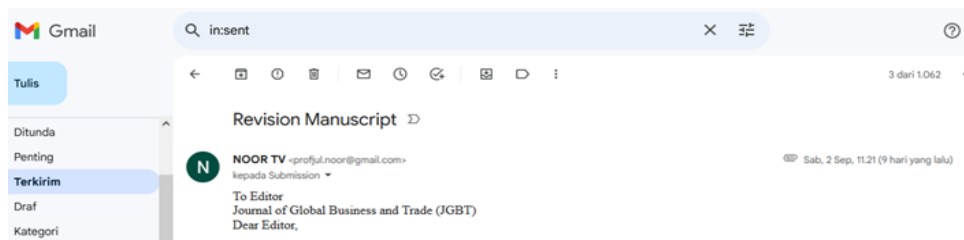
Reviewer 1

Here are my comments for this article (No. 23-0314):

- 1) The abstract must briefly discuss the type of respondents for the sample, sample size and how the data was gathered. Likewise, the reason behind choosing the public services sector.
- 2) What research gap was addressed by the study? Was the literature review comprehensive enough? It is not clear how the research gap emerged. The literature review was too fragmented such that the development of the research gap was vague or even non-existent.
- 3) Section IV. Data Analysis: This section must be reorganized and rewritten because part of the Methodology was mentioned here (data analysis tools used including path analysis). I suggest you transfer the earlier part of Section IV that discusses the data analysis tools used to Methodology, relabel Section IV as "Results and Discussion" and incorporate all highlights of findings in that section including relating these findings with the literature review.
- 4) The Conclusion section must summarize the relevant findings and highlight the contribution of the study to the scientific literature. In that section also, the suggested areas for further study must be more clear and specific.
- 5) English editing is strongly suggested to address grammatical errors such as verb tenses, lack of punctuation marks among others.

3. Bukti Konfirmasi Submit Revisi Pertama, Respon kepada Reviewer, dan Artikel yang Diresubmit

RESPONSE TO THE REVIEWERS JOURNAL OF GLOBAL BUSINESS AND TRADE (JGBT) MANUSCRIPT ID: GBT-23-0314



Reviewer :

1. The abstract must briefly discuss the type of respondents for the sample, sample size and how the data was gathered. Likewise, the reason behind choosing the public services sector.

Response

We added the abstract

Purpose: This paper aims to explore how employee performance is impacted by factors such as teamwork, communication competence, and employee ~~competency~~ **competence in several countries as well as industries. Currently, there is no existing literature that acknowledges aspects related to teamwork, communication competence, and employee competence impact on employee performance within the context of the Indonesian public services organization.**

Design/methodology/approach: The study employs quantitative method by using path analysis model. **This study involved the analysis of data from 205 working in public services organization.** The reliability and validity of the questionnaire items are conducted via Kaiser–Meyer–Olkin (KMO) analysis and the related hypotheses are tested by using the path analysis model.

2. What research gap was addressed by the study? Was the literature review comprehensive enough? It is not clear how the research gap emerged. The literature review was too fragmented such that the development of the research gap was vague or even non-existent.

Response

We added the research gap:

The present research combines ideas from the resource-based view introduced by Barney (2018), along with the perspective of competence. This combination

establishes a robust theoretical basis for investigating how teamwork, communication competence, and employee competencies influence employee performance. Through empirical evidence, this study addresses gaps in knowledge related to the impact of teamwork, communication competence, and employee competencies on employee performance. Despite the importance of teamwork, communication competence, and employee competence, most existing literature focuses on theoretical aspects and considers commitment, productivity, and satisfaction as the primary outcomes (Potnuru et al., 2019; San-Valero et al., 2019; Arunachalam & Palanichamy, 2017). Only a limited number of studies have explored how employee competencies, such as commitment, engagement, and satisfaction, mediate these relationships (Huang et al., 2018; Rai & Maheshwari, 2021). Therefore, the significance of this study lies in empirically confirming the role of employee competence in mediating the connections among teamwork, communication competence, and employee performance.

3. Section IV. Data Analysis: This section must be reorganized and rewritten because part of the Methodology was mentioned here (data analysis tools used including path analysis). I suggest you transfer the earlier part of Section IV that discusses the data analysis tools used to Methodology, relabel Section IV as "Results and Discussion" and incorporate all highlights of findings in that section including relating these findings with the literature review.

Response

We have rewritten section IV with the following arrangement.

III. RESEARCH METHODOLOGY

1. Data Collection
2. Study Participants
3. Data Analysis

IV RESULTS AND DISCUSSION

The research has found that teamwork, communication competence, and employee competence play a significant role in enhancing employee performance. Furthermore, the results confirm that employee competence also has a role in mediating the aforementioned relationships. Detailed insights into these findings are elaborated below.

4. The Conclusion section must summarize the relevant findings and highlight the contribution of the study to the scientific literature. In that section also, the suggested areas for further study must be more clear and specific.

Response

We revised and added conclusion section

The results of this study offer valuable theoretical insights in several ways. Firstly, it deepens our understanding of how teamwork and communication competence impact employee performance, with employee competence playing a mediating role. The findings affirm that when employees possess positive competencies, the connection between teamwork and communication competence becomes stronger. Creating a work environment that supports continuous employee development, fostering the acquisition of new knowledge and skills, can enhance the relationship between teamwork and communication skills. This study supports the idea that positive employee competence amplifies the impact of teamwork on employee competency. Furthermore, by demonstrating that employee competence serves as a mediator between teamwork, communication skills, and employee performance, this study contributes to the resource-based view, particularly from a contingency standpoint. Additionally, it extends the applicability of these concepts (teamwork, communication competence, and employee competence) to a novel context, specifically, the emerging economy of Indonesia. It highlights that in such dynamic and uncertain environments, implementing teamwork and communication competence can enhance employee performance by elevating employee competency levels.

According to Barney (2018), there is widespread agreement today that an important factor for organizations to gain a competitive edge is their capacity to adapt and respond effectively to challenges arising from both their internal operations and external surroundings. It is clear that significant emphasis should be placed on nurturing employee competence to improve their performance, ultimately leading to the creation of a competitive advantage and increased organizational effectiveness. The paper's findings also provide recommendations for managers striving for success. To begin with, based on the results of mediated path analysis, managers should acknowledge that merely promoting teamwork and communication competence is insufficient. The organization must take responsibility for fostering employee competence to enhance employee performance. Firstly, based on the findings of mediated path analysis, managers should acknowledge that merely offering teamwork and communication competence is insufficient. It becomes the organization's responsibility to increase employee competence in order to improve employee performance.

Secondly, organizations must capitalize on employee competence by emphasizing the significance of managers and their attitudes in effectively implementing conditions for employee competence within the organization. This highlights that managers play a crucial role in fostering employee competence within the organization, and this can be accomplished by integrating the attributes of employee competence in a manner that makes competence development the primary driver for employee proficiency (Salman et al., 2020a).

Thirdly, the clear implication from the study's findings is that employees' competence is the primary and most important factor within any business process aimed at enhancing employee performance. Consequently, managers who aspire to achieve effectiveness and efficiency in their operations should

prioritize their employees, aligning with the viewpoint expressed by Jakobsen et al. (2023)

The study has certain limitations; however, these limitations present opportunities for future research. We collected data at a specific point in time, employing a cross-sectional study design. This approach may raise questions about the establishment of causation between variables. We recommend that future researchers consider conducting a longitudinal study to address potential causality concerns. Additionally, our study predominantly relied on subjective opinions collected from employees through surveys. While Salman et al. (2020a) suggest that subjective assessments obtained through multi-item scales typically align with objective measures, there may still be disparities between perceptions and objective data. Future investigations could delve deeper into this aspect by incorporating objective measures. Lastly, it's worth noting that our study focused on Indonesian public service organizations, so it is advisable to exercise caution when extrapolating our findings to a broader range of sectors and global contexts.

5. English editing is strongly suggested to address grammatical errors such as verb tenses, lack of punctuation marks among others.

Response

We revised to improve the overall quality and readability of our content.

4. Bukti konfirmasi artikel accepted



Dear Juliansyah Noor,

I am pleased to accept your manuscript for publication in the Journal of Global Business and Trade (JGBT).

JGBT asks the opinion of two referees who are experts in the relevant field of research. The paper is also read by one of the editors. If both of the referees and an editor concur in their view, their decision is final. We consult a third referee if there is a difference of opinion.

However, the reviewer believes the paper will benefit from English editing. Therefore, we will proofread the paper and bill to the author.

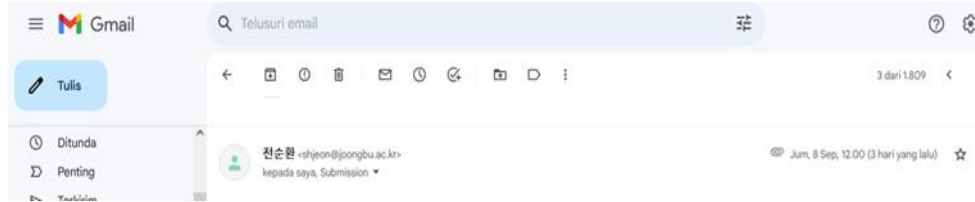
Thank you for your contribution to the JGBT and we look forward to receiving further submissions from you.

Sincerely,

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E-Mail: JGBT.Submission@gmail.com

5. Bukti Konfirmasi Artikel Published Online (8 Sep 2023,)



Dear Professor Juliansyah Noor,
Thank you very much for submitting your article to JGBT Vol. 19, No. 6.
Your article has been confirmed to be published in JGBT Vol. 19, No. 6 on
December 30, 2023.
I also attach a "Copyright Transfer Agreement." After signing this
Agreement form, you have to return to my e-mail shjeon@jbm.ac.kr.
Thank you.

Sincerely,

Soonhwan Jeon
Editor-in chief of JGBT