

JAFEB: Original Submission

Kiki Farida Ferine <acomis-noreply@kisti.re.kr>

16 Desember 2021 14.22

Balas Ke: Kiki Farida Ferine <kikifarida@dosen.pancabudi.ac.id>

Kepada: Kiki Farida Ferine <kikifarida@dosen.pancabudi.ac.id>

Dear Editor-in-chief,

I submitted the original manuscript entitled,

'What Determines Work Discipline and Performance? An Empirical Study on The Municipal Water Company in Indonesia' by Kiki Farida Ferine; Reza Aditia; Muhammad Fitri Rahmadana

submitted to The Journal of Asian Finance, Economics and Business for a form of

(choose one: Regular Paper, Review Paper, or Letters to the Editor).

[Write down your own Rationale. An example follows:]

'This study examines the influence of organizational culture and training & development on work discipline and performance, respectively. A quantitative approach was used. Data were collected directly from employees in municipal water company in Medan, Indonesia, with n = 204. Partial Least Square Structural Equation Modelling (PLS-SEM) was applied for data analysis. The results showed that organizational culture and training & development positively and significantly affect performance. However, organizational culture and training & development positively affect employees' work discipline, albeit insignificantly. Based on these findings, the authors recommend that leaders in the organization conduct training & development more intensively. Furthermore, the authors also suggest the creation of a solid organizational culture for every organization to foster excellent performance'

I hope your favorable consideration in the publication procedure and deeply appreciate for

your kindness. Please make any further correspondence directly to me, preferably through this Email:

kikifarida@dosen.pancabudi.ac.id

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*****Korean Researchers: If you have not submitted at least one manuscript to KODISA JOURNALS (KCI, etc.) before submitting it to JAFEB, the publication will be denied according to the publishing regulations. Please make sure to submit your manuscript to another KODISA academic journal in advance.*****

Kiki Farida Ferine

Dear Author(s),

Thank you very much for your interest in submitting your research article to *Journal of Asian Finance, Economics and Business (JAFEB)*.

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. Currently only about 20% of our submissions pass this hurdle. 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 based on the initial submission, then the Desk Editor invites to revise and restructure the manuscript in **a consolidated file** and resubmit a revised manuscript for further consideration of the Desk Editor.

Congrats! This revision invitation is your case. Please revise and restructure the manuscript in a consolidated file based on the Journal Template attached below. The attached template must be STRICTLY applied and synchronized. The submissions we decide to take forward for the external peer review process fully 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. The same rules will be strictly applied for all new submissions.

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2. Abstract: Abstract must adhere to the following: A concise and factual abstract is required. **Please rewrite abstract** to reach **about 200 words** in total for this purpose from **current 118 words** in your case. The abstract should describe the following items in order of: **1) the purpose of the research** (The study aims to investigate...), **2) data, materials, and methodology** (This study employs samples/survey data/time series data of ...), **3) the results** (The results show/reveal that), and **4) major findings** (The findings of this study suggest that ..., in an **unstructured manner**. An abstract is often presented separately from the article, so it must be able to stand alone.

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

4. Tables and Figures: **JAFEB accepts Tables/Figures created by the author's own work only. Number Tables/Figures consecutively in accordance with their appearance and their indication in the main text. Make sure to provide much details of the Table (of hypothesis test results) with coefficient information, t-statistics, and significance symbol, for example: [Note: *, p-value < 0.1; **, p-value < 0.05; ***, p-value < 0.001. Significant at the 0.05 level]. 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**. 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.

5. Citation and Reference Style Guides: Authors are expected to adhere to the guidelines of **APA 6th or 7th 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 Executive Editor without further process.**

[Special Note: 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, for example, **(Lee & Nguyen, 2020)**.

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.

Please submit the following documents for further process:

- 1) a signed **JAFEB(APC)-Submission-Consent-Form-20210815R** (**The form MUST be fully filled.** see attached),
- 2) a signed **JAFEB(APC)-Revision-Report-Form-20210815R** (**The form MUST be fully filled.** see attached),
- 3) a revised manuscript in the attached **JAFEB(APC)-Manuscript-Template-20210815R** (**The attached template must be STRICTLY followed**) as soon as possible (**within next 5 days**), but not later than **December 25, 2021 (Seoul, Korea)** at the latest for possible publication in **JAFEB Volume 9 Issue 2, February 28, 2022**, directly to **Editor-in-Chief Prof. Jung Wan LEE** at Email: jwlee119@Yahoo.com.

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 \(JAFEB\)](#)

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

School of International Economics and Trade

Anhui University of Finance and Economics (AUFE)

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Editor-in-Chief

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SCOPUS Author

Link: <https://www.scopus.com/authid/detail.uri?authorId=27170463900>

MENDELEY Author Link: <https://www.mendeley.com/profiles/jung-wan-lee/?viewAsOther=true>

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Link: https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=1904784

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Link: <https://scholar.google.com/citations?user=OdDd964AAAAJ&hl=en&oi=ao>

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On Thursday, December 16, 2021, 04:27:17 PM GMT+9, Kiki Farida Ferina
<kikifarida@dosen.pancabudi.ac.id> wrote:

Dear Editor-in-chief,

I submitted the original manuscript entitled,

'What Determines Work Discipline and Performance? An Empirical Study on The Municipal Water Company in Indonesia' by Kiki Farida Ferine; Reza Aditia; Muhammad Fitri Rahmadana

submitted to The Journal of Asian Finance, Economics and Business for a form of Regular Paper.

This study examines the influence of organizational culture and training & development on work discipline and performance, respectively. A quantitative approach was used. Data were collected directly from employees in municipal water company in Medan, Indonesia, with n = 204. Partial Least Square Structural Equation Modelling (PLS-SEM) was applied for data analysis. The results showed that organizational culture and training & development positively and significantly affect performance. However, organizational culture and training & development positively affect employees' work discipline, albeit insignificantly. Based on these findings, the authors recommend that leaders in the organization conduct training & development more intensively. Furthermore, the authors also suggest the creation of a solid organizational culture for every organization to foster excellent performance'

I hope your favorable consideration in the publication procedure and deeply appreciate for your kindness. Please make any further correspondence directly to me, preferably through this Email:

kikifarida@dosen.pancabudi.ac.id

Sincerely yours,
Kiki Farida Ferine

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Dear Author(s),

We hereby confirm that we have received a **signed JAFEB(APC)-Submission-Consent-Form**, a **signed JAFEB-Manuscript-Revision-Report-Form** and a **revised research article** titled “ **What Determines Work Discipline and Performance? An Empirical Study in Indonesia**” to the ***Journal of Asian Finance, Economics and Business (JAFEB)***.

We have read the paper and we find that the topic is very interesting and the manuscript showcases commendable research integrity. We also find your article provides academic merit and meets the current editorial considerations and the aims and scope of the journal, JAFEB.

Your article will now go through **our external review process** and **Editorial Executive Board's content selection process** to determine if it is accepted in its current form or required further revisions in which case it will be subject to external expert reviews.

We expect to inform you the outcome of external reviews within **next 2 to 4 weeks**.

Thank you for supporting the journal.

Jung Wan LEE, Ph.D.

Editor-in-Chief

[Journal of Asian Finance, Economics and Business \(JAFEB\)](#)

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

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Link: <https://scholar.google.com/citations?user=OdDd964AAAAJ&hl=en&oi=ao>

Personal Homepage: <http://www.supermanlee.com>

On Friday, December 17, 2021, 05:56:35 PM GMT+9, Kiki Farida Ferina
<kikifarida@dosen.pancabudi.ac.id> wrote:

Dear Prof. Jung Wan LEE,

Alongside this email, I would like to send the required documents in your email **on December 16, 2021**, namely:

1. A signed JAFEB (APC) Submission Consent Form
2. A signed JAFEB (APC) Revision Report Form
3. A revised Manuscript

If there is anything that needs to be added or adjusted for the success of the publication of this article, please don't hesitate to let me know.

Best regards,
Kiki Farida Ferine



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JAFEB: MS #JAFEB-Jan-03-2022-007 Decision Letter

Jung Wan Lee <acoms-noreply@kisti.re.kr>

3 Januari 2022 09.07

Balas Ke: Jung Wan Lee <jungwan.lee@aufe.edu.cn>

Kepada: Kiki Farida Ferine <kikifarida@dosen.pancabudi.ac.id>

Dear Lecturer Kiki Farida Ferine,

Your manuscript, referenced below, has been reviewed for The Journal of Asian Finance, Economics and Business
MS #JAFEB-Jan-03-2022-007
'What Determines Work Discipline and Performance? An Empirical Study on The Municipal Water Company in Indonesia'.

Attached or included below is the report of the reviewer. In view of his/her recommendations, we cannot accept your paper for publication in this Journal.

We regret that it is not possible for us to send you a more favorable report.

Sincerely yours,

Jung Wan Lee

Comments to Author :

Reviewer0 : Dear Author(s),

The Editor-in-Chief and Editorial Executive Board of the journal have read the paper and we found that the topic is quite some interesting. After having read and Crossref checked your manuscript, however, the Editorial Executive Board does not believe that the current manuscript is suitable for the aims and scope, types of paper, and/or Editorial Executive Board's content selection policy of the journal. We are sorry that it must be disappointing news for you, but we hope the speed with what we have made is some consolation for the outcome. The decision has reached far from your passion for scholarly publications, and hard work and perseverance for scientific research. Part of the explanation and rationale behind the Editorial Executive Board rejection against your article may find below:

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Content Selection Policy: The JAFEB Editorial Executive Board least likely accepts and publishes those papers in the categories of Education, Training, History, Laws, Religion, Politics, Military, Secularism, Experiments, Opinions, Commentary, and Documentary. The JAFEB Editorial Executive Board gives a priority to the research areas of Financial Econometrics, Financial Economics, Finance, Econometrics, Accounting, International Economics, Economics, Econometric Modeling, International Trade, Business Economics, and Business Management. JAFEB does not publish Research Notes, Review Articles, Case Study, Working Papers, Memoirs and Professional Reports. For the content selection policy, JAFEB leaves the decision to the discretion of the Editor-in-Chief solely.

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Submission: <http://www.ajbe.ok.kr> (Quarterly: English) / Fees and Charges of Publication: FREE

Thank you for giving JAFEB an opportunity to read about your research and we hope you will be successful in seeking out an alternative publication outlet.

Editor-In-Chief: Professor Lee, Jung Wan

Email: Jwlee119@yahoo.com or Jungwan.Lee@aufe.edu.cn

Editorial Head Office: Anhui University of Finance and Economics (AUFE) School of International Economics and Trade, China [Postal Address: 962 [Caoshan Road, Bengbu City, Anhui Province, China, 233030](#)]

Publisher: Korea Distribution Science Association (KODISA) [Postal Address: Hanshin Officetel Suite 1030, 2463-4 Shinheung-Dong Sujeong-Gu, Seongnam, Gyeonggi, South Korea, 461-713] Tel: +82-31-740-7292 Email: kodisajournals@gmail.com?

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Letter of Acceptance

AUTHORS AND TITLE:

Author(s): Kiki Farida FERINE, Reza ADITIA,
Muhammad Fitri RAHMADANA

Article Title: "What Determines Work Discipline and Performance? An
Empirical Study in Indonesia"

Corresponding Author: Kiki Farida FERINE

Corresponding Email: kikifarida@dosen.pancabudi.ac.id

Date of Issue: December 30, 2021, Seoul, South Korea

Dear Author(s),

Thank you for submitting a signed **Journal Publishing Agreement Form** and having completed proofreading of the copy edited proof meeting an acceptable standard for publication in the *Journal of Asian Finance, Economics and Business* (JAFEB). We have now received the votes and recommendations on the final version of corrected manuscript from the Journal's Editorial Executive Board.

Congratulations! The Editorial Executive Board voted on your copy edited and proofread 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: ISSN 2288-4637, e-ISSN 2288-4645). We hereby confirm that your article will be published and printed in [JAFEB Volume 9 Issue 2 Archive](#) on the date of **February 28, 2022** at the latest with DOI information and printed in hard copy.

JAFEB has indexed in:

Clarivate Analytics' Web of Science - Emerging Sources Citation Index (ESCI) in Web of Science Core Collection: The indexing of content in the Web of Science Core Collection database from February 2014, Volume 1 Issue 1 onwards is ongoing [FYI, Following the response dated December 28, 2020 [---"**Currently, our strategy is to only re-evaluate ESCI journals that map to Q1 or Q2 of SSCI in the relevant flagship category**"---], the journal continues to be monitored its performance [based on their selection criteria](#) on a regular basis until the Editorial Team prioritizes re-evaluation for the journal, while the journal remains active its current status as for ESCI in [the Master Journal List](#)]. Accordingly, all articles published in JAFEB shall be used for re-evaluation for the journal for possible inclusion in **Web of Science - Social Sciences Citation Index® (SSCI)**. FYI only, JAFEB has already been included in the **Journal Citation Reports® (JCR) 2021 List – Q2** (to be officially released on June 2022) on the date of November 17, 2021. We hope to achieve JCR IF 3.0+, mapping to Q1 or Q2 in SSCI in the Business category in the coming month sooner.

If you require any additional information, please do not hesitate to contact the Editor-in-Chief/ the Publisher Professor LEE, Jung Wan at Email: jwlee119@yahoo.com

Sincerely,

Jung Wan LEE, Ph.D.
Editor-in-Chief



Journal of Asian Finance, Economics and Business <http://www.jafeb.org>

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Thank you for supporting the journal.

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Jung Wan LEE, Ph.D.

Editor-in-Chief

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RECEIPT

RECEIPT NUMBER: 2022-V9N2-JAFEB-APC024

DATE OF ISSUE: December 30, 2021, Seoul, South Korea

NAME AND AFFILIATION:

Name: Kiki Farida FERINE

Affiliation: Postgraduate School,

Universitas Pembangunan Panca Budi, Indonesia

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DESCRIPTION OF PUBLICATION:

Title of the Journal: Journal of Asian Finance, Economics and Business

ISSN: 2288-4637 e-ISSN: 2288-4645

Publisher: Korea Distribution Science Association

Publication Date: Volume 9 Issue 2, February 28, 2022

Title of the Publication: "What Determines Work Discipline and
Performance? An Empirical Study in Indonesia"

DESCRIPTION OF PAYMENT:

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