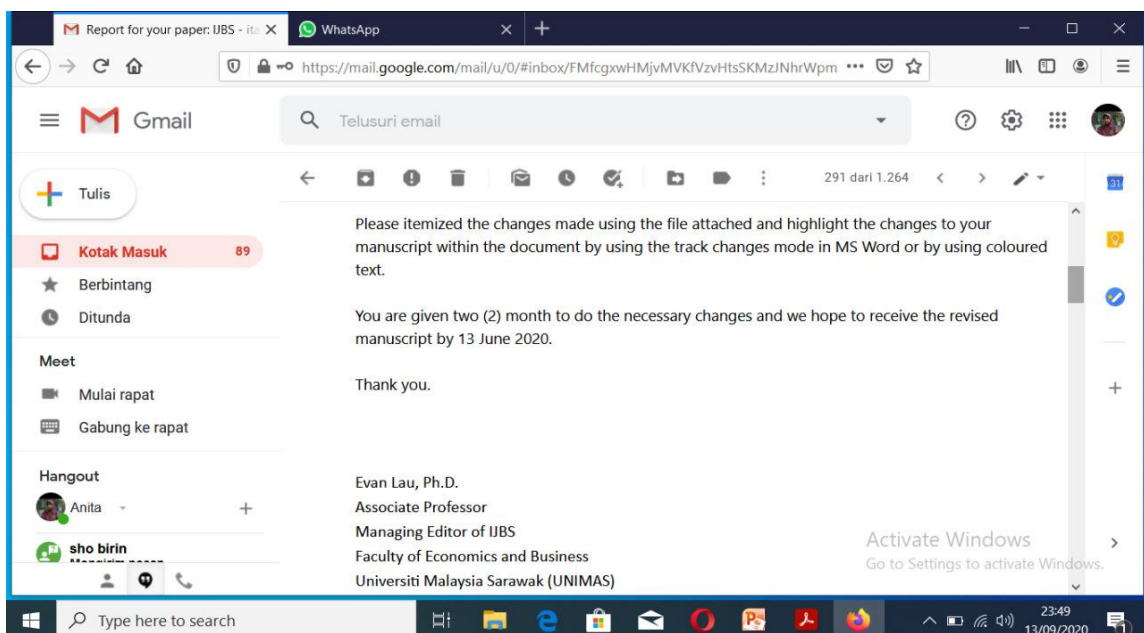
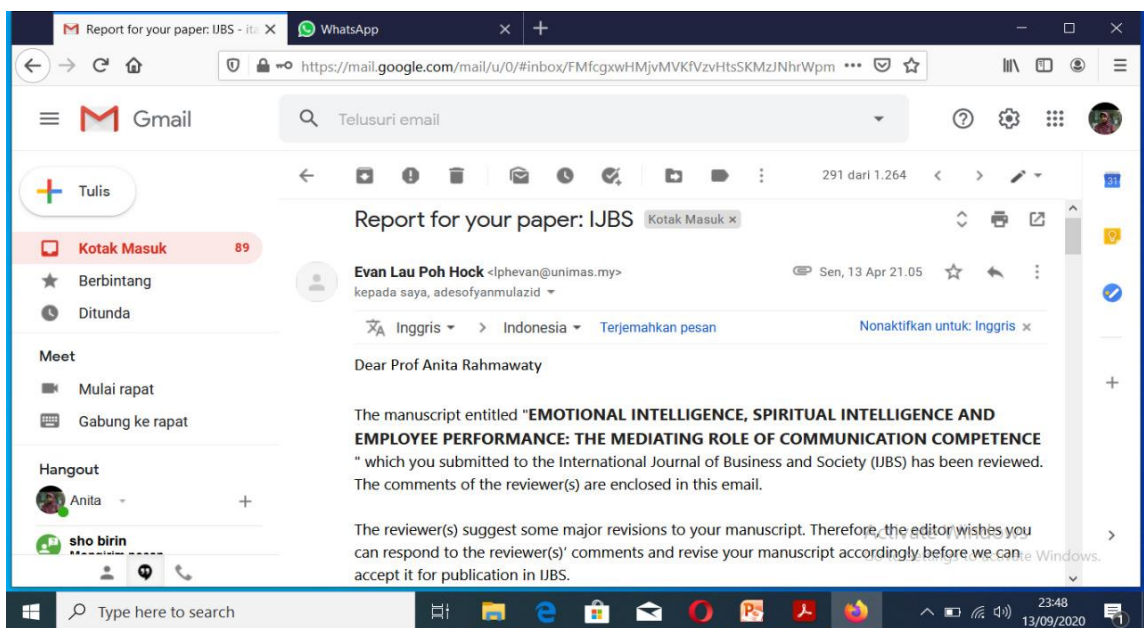


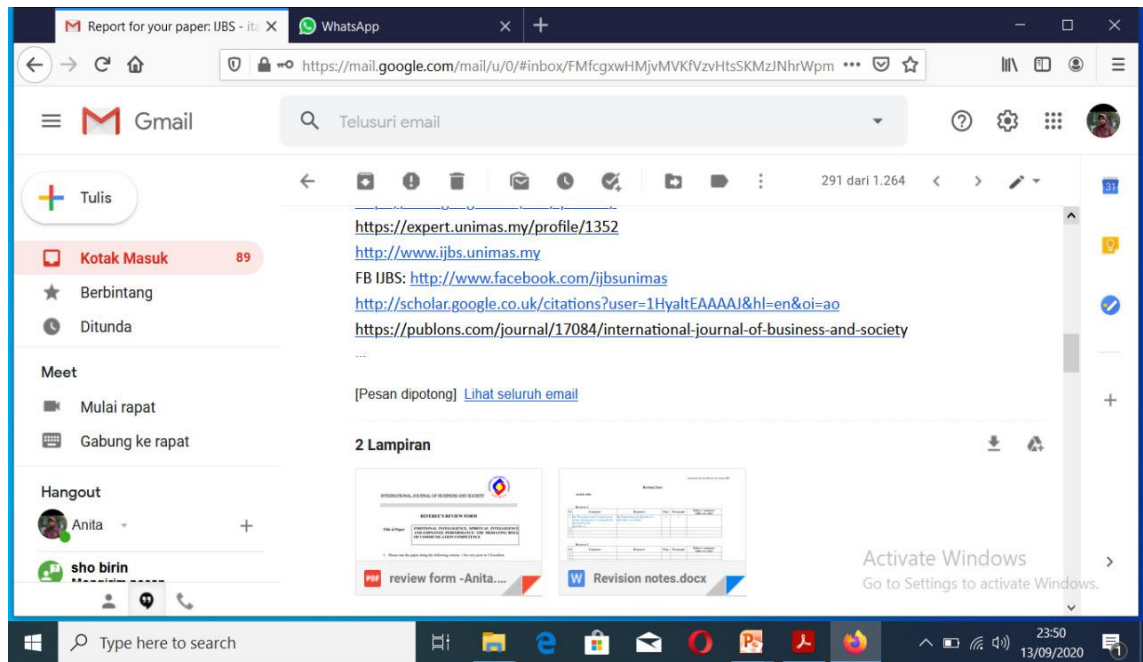
BUKTI KORESPONDENSI

Nama Jurnal : International Journal of Business and Society (IJBS)
Artikel : [International Journal of Business and Society, Vol. 22, No. 2, 2021, p. 734-752, ISSN: 1511-6670 \(SCOPUS Q3, SJR = 0.24\)](#)
Penulis : Anita Rahmawaty, Wahibur Rokhman, Anton Bawono, Nafis Irkhani
Publisher : Universiti Malaysia Sarawak (UNIMAS)

1. Tahap Review Artikel

Artikel direview oleh reviewer. Hasil review dikirim pada tanggal 13 April 2020 dan editor meminta penulis untuk merevisi artikel maximal dikirim pada 13 Juni 2020, sebagai berikut:





Dear Prof Anita Rahmawaty

The manuscript entitled "**EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE AND EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF COMMUNICATION COMPETENCE**

" which you submitted to the International Journal of Business and Society (IJBS) has been reviewed. The comments of the reviewer(s) are enclosed in this email.

The reviewer(s) suggest some major revisions to your manuscript. Therefore, the editor wishes you can respond to the reviewer(s)' comments and revise your manuscript accordingly before we can accept it for publication in IJBS.

Please itemized the changes made using the file attached and highlight the changes to your manuscript within the document by using the track changes mode in MS Word or by using coloured text.

You are given two (2) month to do the necessary changes and we hope to receive the revised manuscript by 13 June 2020.

Thank you.

Evan Lau, Ph.D.
Associate Professor
Managing Editor of IJBS
Faculty of Economics and Business
Universiti Malaysia Sarawak (UNIMAS)
94300 Kota Samarahan Sarawak.

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FAX: +6082583999

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<http://scholar.google.co.uk/citations?user=1HyaltEAAAJ&hl=en&oi=ao>

<https://publons.com/journal/17084/international-journal-of-business-and-society>

Comments from the Editors and Reviewers:



INTERNATIONAL JOURNAL OF BUSINESS AND SOCIETY

REFeree's REVIEW FORM

Title of Paper

**EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE
AND EMPLOYEE PERFORMANCE: THE MEDIATING ROLE
OF COMMUNICATION COMPETENCE**

1. Please rate the paper along the following criteria. 1 for very poor to 5 Excellent

No	Criteria	1	2	3	4	5	N/A
1	Appropriateness of Title and Abstract			√			
2	Relevance to Business and Society			√			
3	Structure of the work			√			
4	Appropriateness of research method		√				
5	Elaboration of prior knowledge/research		√				
6	Discussion and Conclusions		√				
7	Content is scientifically accurate		√				
8	Contribution to Body of Knowledge		√				
9	Implication for Society, Industry, or Policy Maker		√				
10	Reference list, Adequate, and Correctly Cited			√			
11	Reference list, cited good and reputable journals			√			

2. Please tick only one of the following and provide comments/reasons below as requested.

- a) The work is publishable in its present form. _____
- b) The work is publishable with minor changes suggested below. _____
- c) The work is publishable with major changes suggested below. ☒ _____
- d) The work is not publishable in its present form. _____

3. Please provide detailed comments/reasons below.

1. Reorganized the last three paragraph which contain the objectives, motivation and some relevant literature. Authors could start with objective after the motivation from the literature. Then the authors could put the significant of the present study which contain what different the current one with the previous literature. This would be the novelty of the study.
2. Why looking into Islamic Microfinance is an important issue to discover?
3. The author could minimize the literature in the introduction and move them into the literature section.
4. A brief background of the Islamic microfinance would be of interest for the reader.
5. Figure 1 - put the hypothesis to be tested into the figure.
6. How about the Cronbach alpha and the AVE results for all the items.
7. Figure 2 – put back all 0. for the value reported
8. What is e1 and e2.
9. The mediating relationship would be the highlight of the paper. Do provide extra emphasis on that.
10. What can the Islamic Microfinance learn from this research? What would be the future of the research in this area?

Revision Notes

Article title:

Reviewer 1

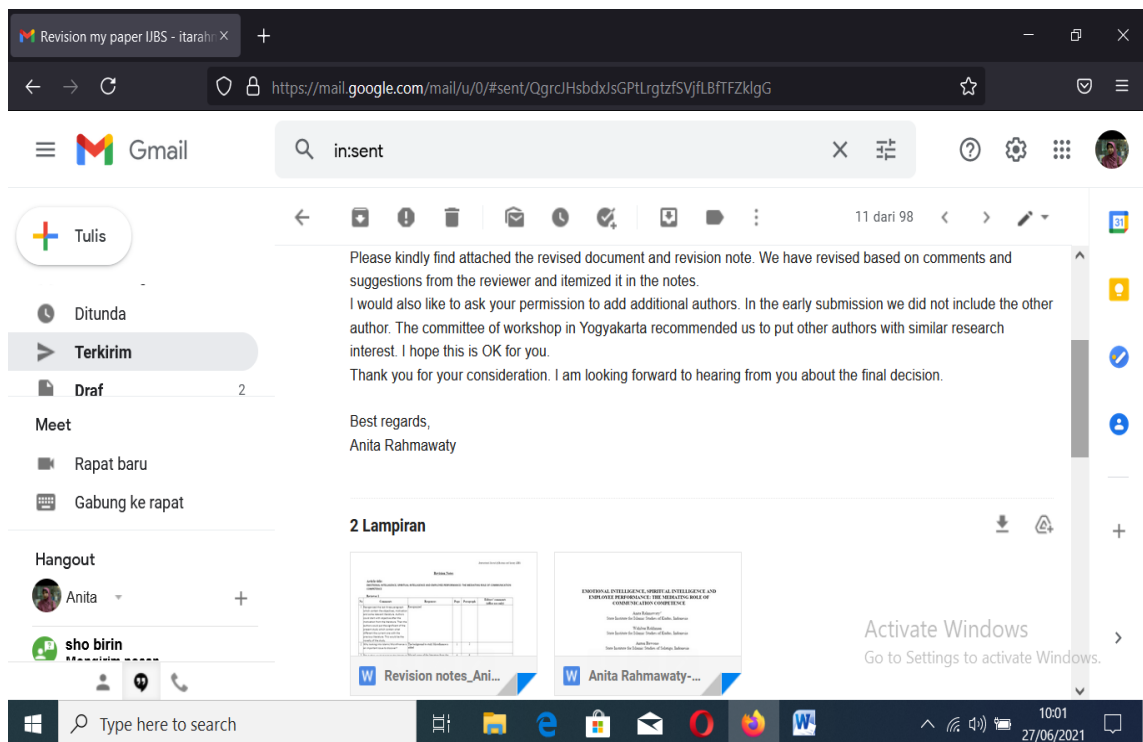
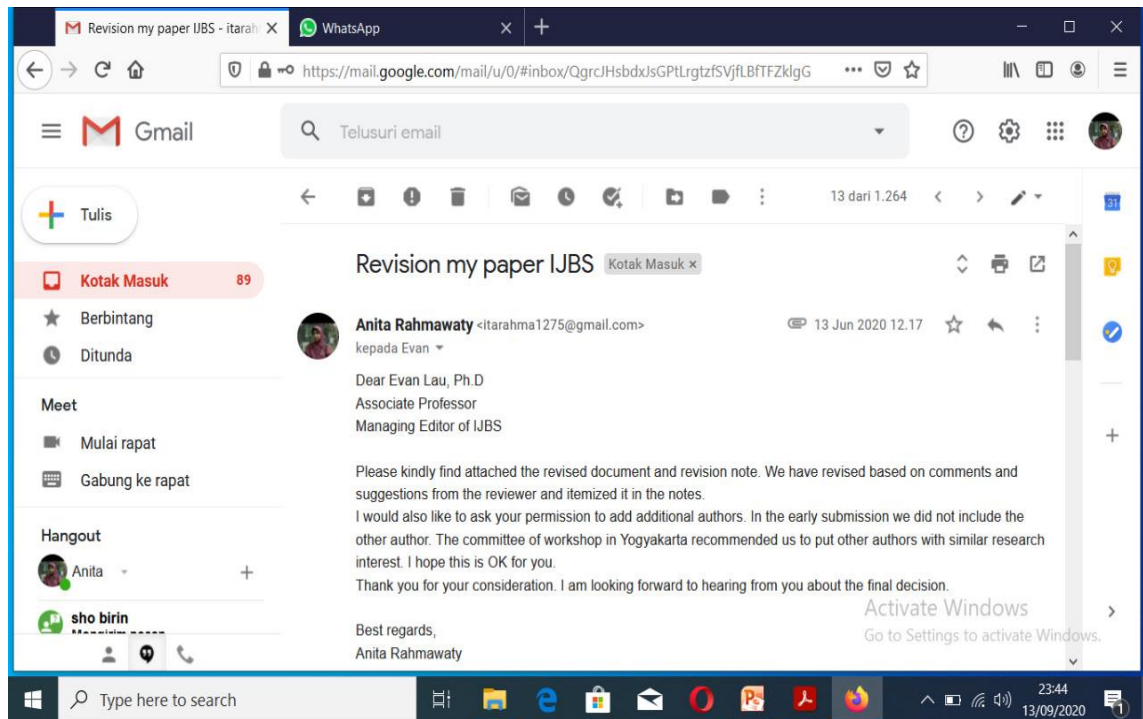
No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1	<i>Eg. The authors need to explain more on how the equation (2) is specifically derived from the equation (1).</i>	<i>Eg. Explanations for Equation (2) derivation were added.</i>	3	2	
2					
3					

Reviewer 2

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1					
2					
3					

2. Tahap Pengiriman Revisi Artikel

Setelah memperbaiki catatan-catatan reviewer, penulis mengirim revisi artikel pada tanggal 13 Juni 2020, sebagai berikut:



Revision notes - Microsoft Word (Product Activation Failed)

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Times New Roman 14 A A

Clipboard Font Paragraph Styles Editing

International Journal of Business and Society (IJBS)

Revision Notes

Article title:

Reviewer 1

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1	Eg. The authors need to explain more on how the equation (2) is specifically derived from the equation (1).	Eg. Explanations for Equation (2) derivation were added.	3	2	
2					
3					

Reviewer 2

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1					
2					
3					

Page: 1 of 1 Words: 63 English (Malaysia) 65%

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1 / 2 42%

INTERNATIONAL JOURNAL OF BUSINESS AND SOCIETY

REFEREE'S REVIEW FORM

Title of Paper: EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE AND EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF COMMUNICATION COMPETENCE

1. Please rate the paper along the following criteria. 1 for very poor to 5 Excellent

No	Criteria	1	2	3	4	5	N/A
1	Appropriateness of Title and Abstract						
2	Relevance to Business and Society						
3	Structure of the work						
4	Appropriateness of research method						
5	Elaboration of prior knowledge/research						
6	Discussions and Conclusions						
7	Consent to scientific publication						
8	Contribution to Body of Knowledge						
9	Implications for Society, Industry, or Policy Maker						
10	Reference list: Adequate and Correctly Cited						
11	Reference list: cited good and reputable journals						

2. Please tick only one of the following and provide comments/reasons below as requested.

a) The work is publishable in its present form. _____

b) The work is publishable with minor changes suggested below: _____

c) The work is publishable with major changes suggested below: _____

d) The work is not publishable in its present form. _____

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Article title:
EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE AND EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF COMMUNICATION COMPETENCE

Reviewer 1

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1	Reorganized the last three paragraph which contain the objectives, motivation and some relevant literature. Authors could start with objective after the motivation from the literature. Then the authors could put the significant of the present study which contain what different the current one with the previous literature. This would be the novelty of the study.	Reorganized			
2	Why looking into Islamic Microfinance is an important issue to discover?	The background to study Microfinance is added	1	2	
3	The author could minimize the literature in the introduction and move them into the literature section.	Removed some of the literature from the introduction to the literature section	4 6 7	6 4 5	
4	A brief background of the Islamic microfinance would be of interest for the reader.	A brief background of the Islamic microfinance in Indonesia is added	1	1	
5	Figure 1 - put the hypothesis to be tested	Hypothesis is added into the framework	8		

Page: 1 of 2 Words: 305 English (Malaysia) 55% 0:17 14/09/2020

Revision notes_Anita Rahmawaty-130620 - Microsoft Word (Product Activation Failed)

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Times New Rom - 14 A A Font Paragraph Styles Editing

Clipboard Paste Font Paragraph Styles Editing

International Journal of Business and Society (IJBS)

6	Into the figure.				
7	How about the Cronbach alpha and the R/E results for all the items.	Added			
7	Figure 2 - put back all 0. for the value reported	All 0. Are put back into the reported values	10		
8	What is it, and is.	Residuals			
9	The mediating relationship would be the highlight of the paper. Do provide extra emphasis on that.	Added			
10	What can the Islamic Microfinance learn from this research? What would be the future of the research in this area?	The lesson that can be learnt by microfinance and the suggestions for future research is added	15	2	

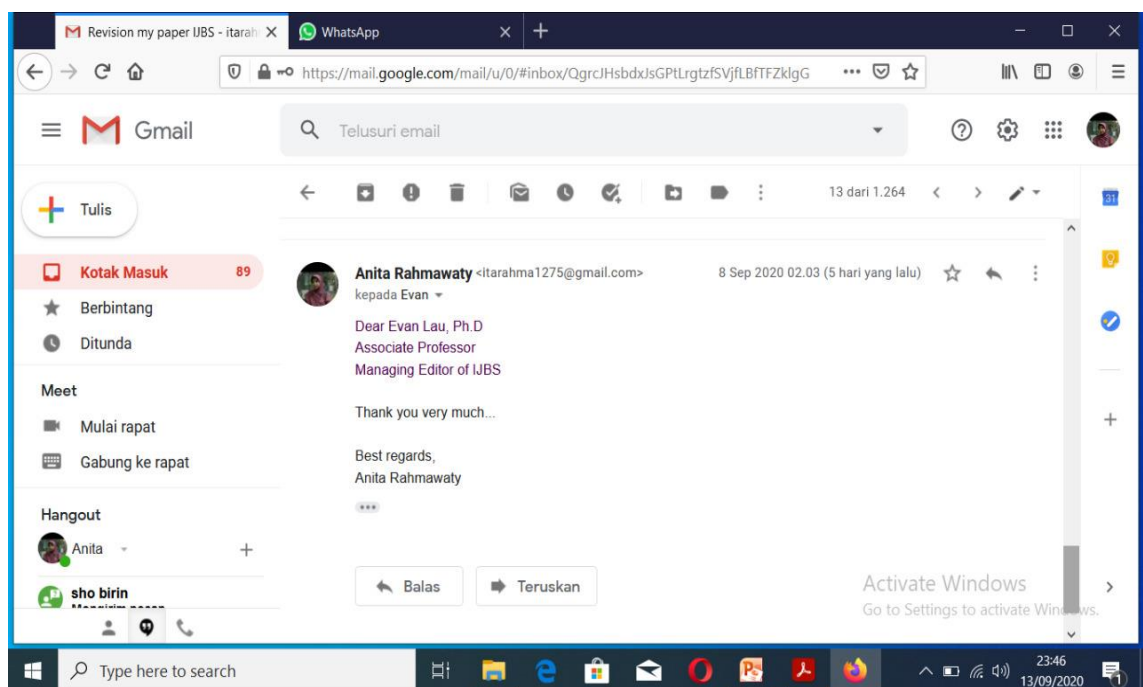
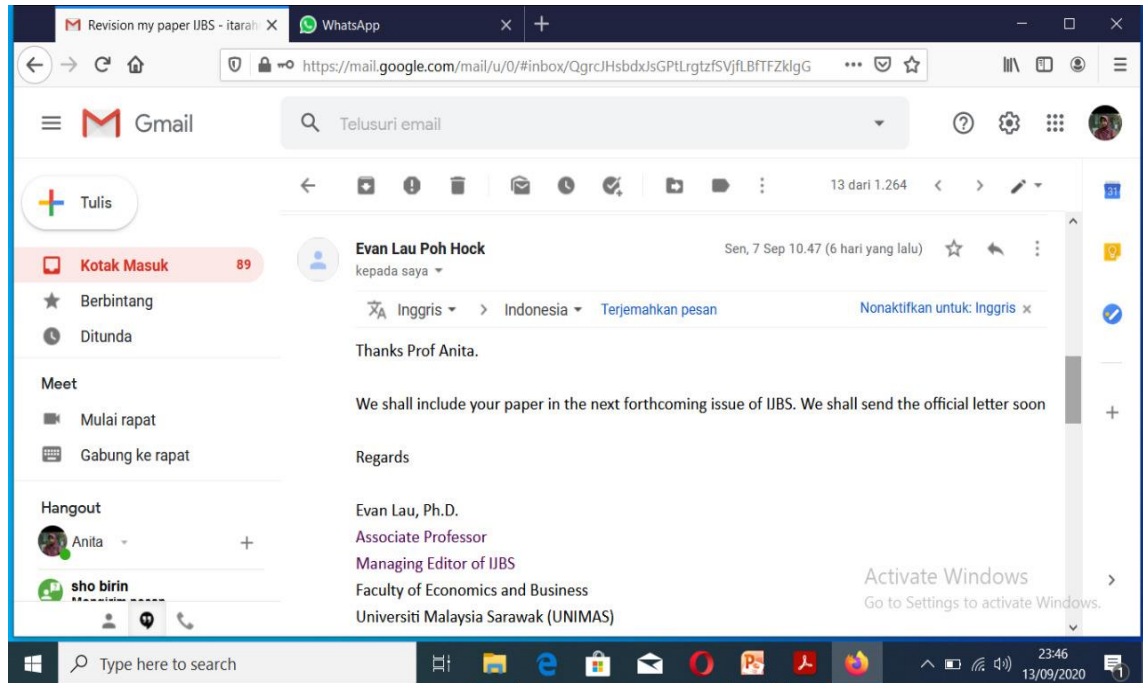
Reviewer 2

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1					
2					
3					

Page: 2 of 2 Words: 305 English (Malaysia) 55% 0:17 14/09/2020

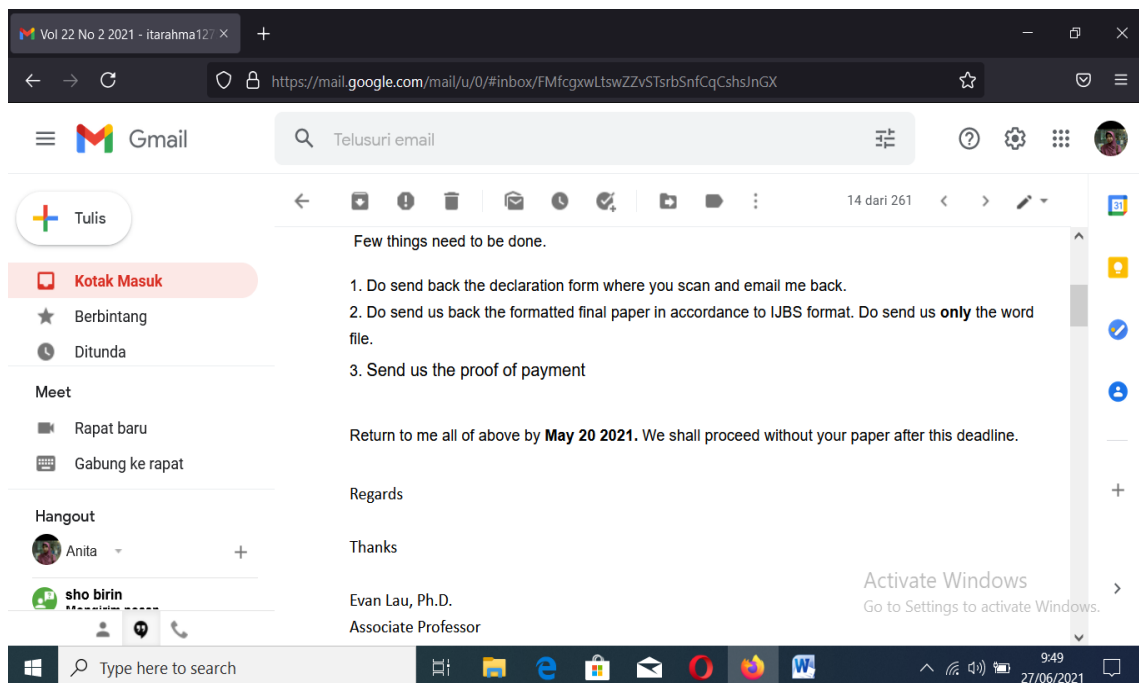
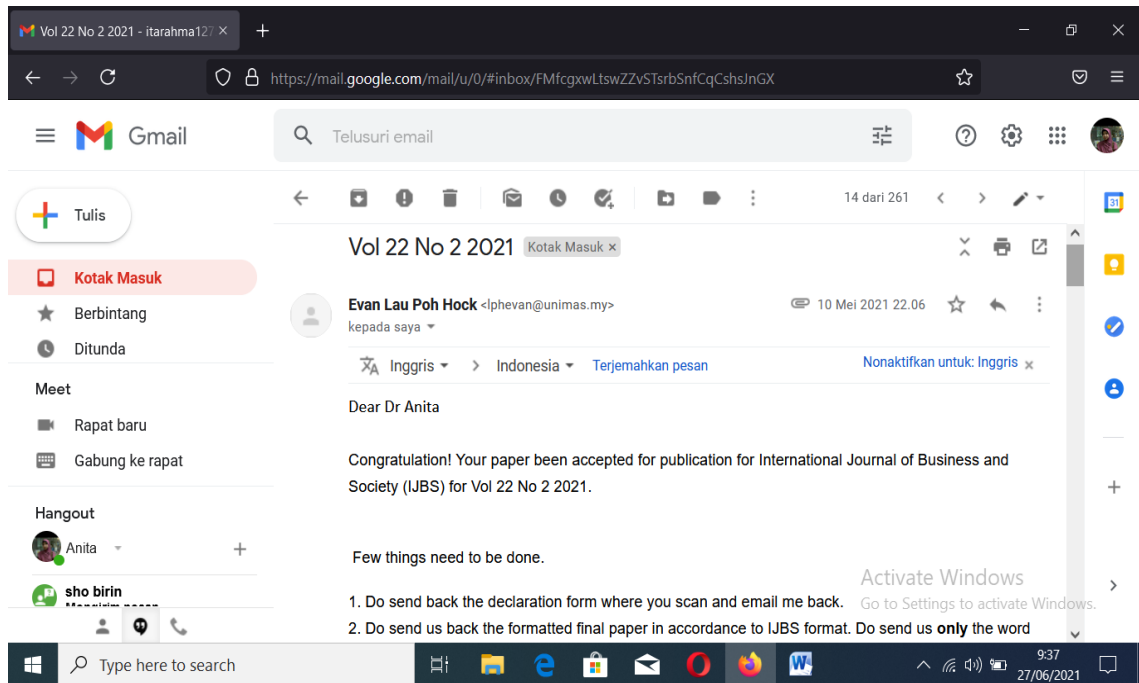
3. Tahap Penerimaan Hasil Revisi Artikel

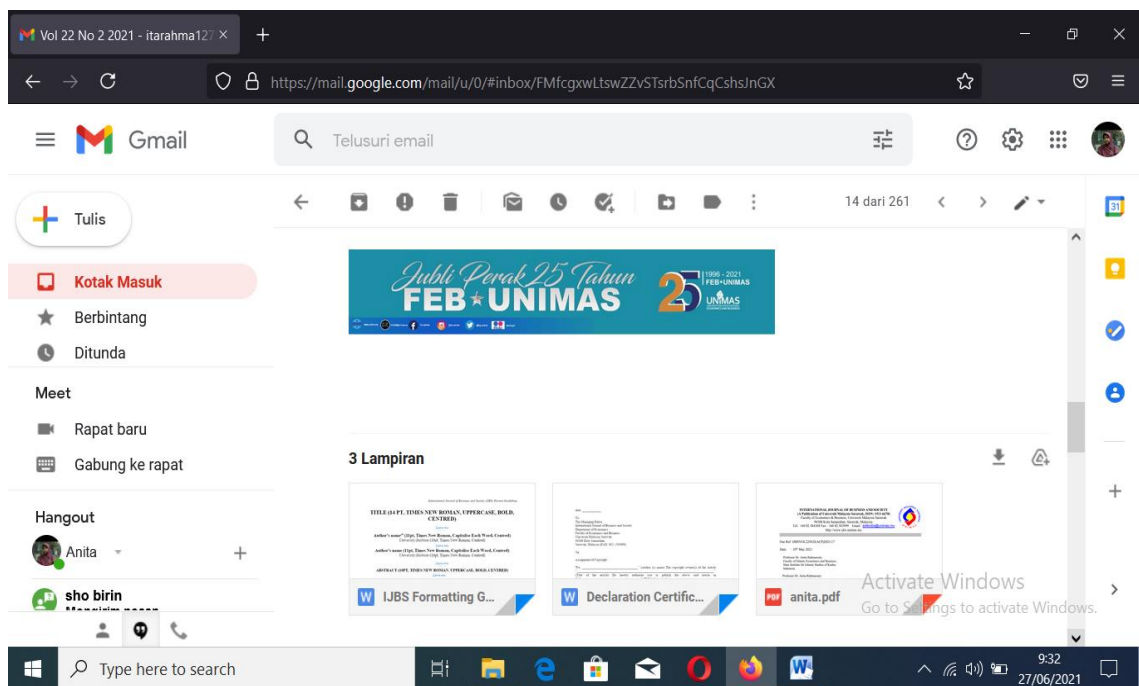
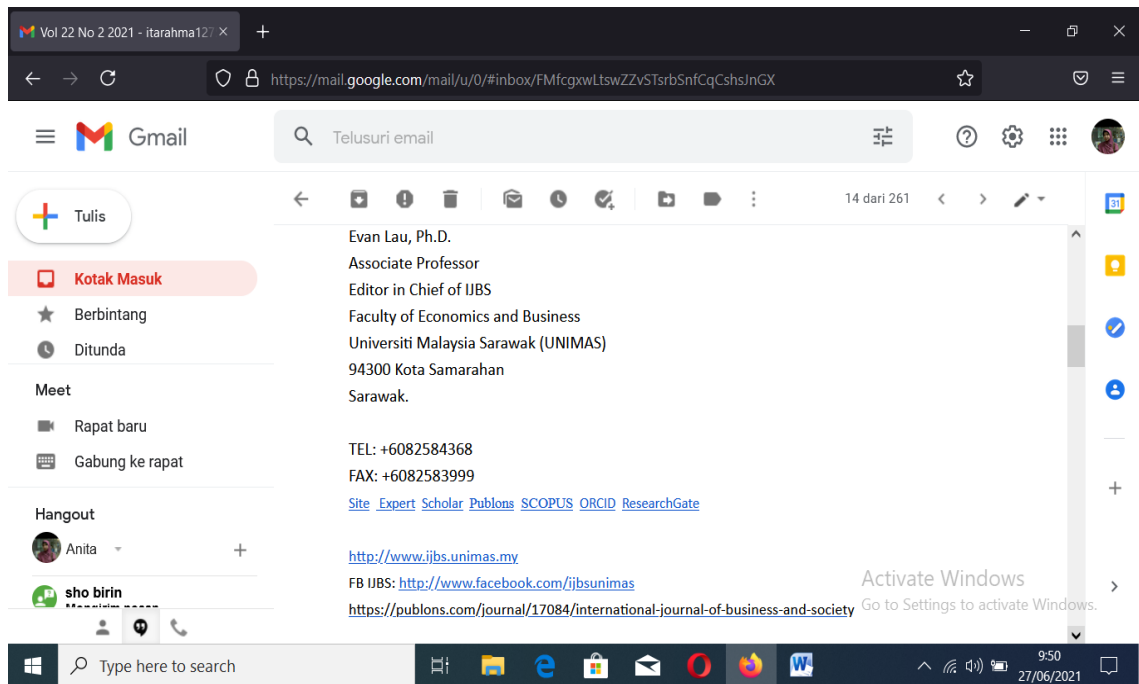
Setelah mengirim revisi artikel, penulis mendapatkan balasan hasil revisi artikel pada tanggal 7 September 2020, sebagai berikut:



4. Artikel dinyatakan Accepted

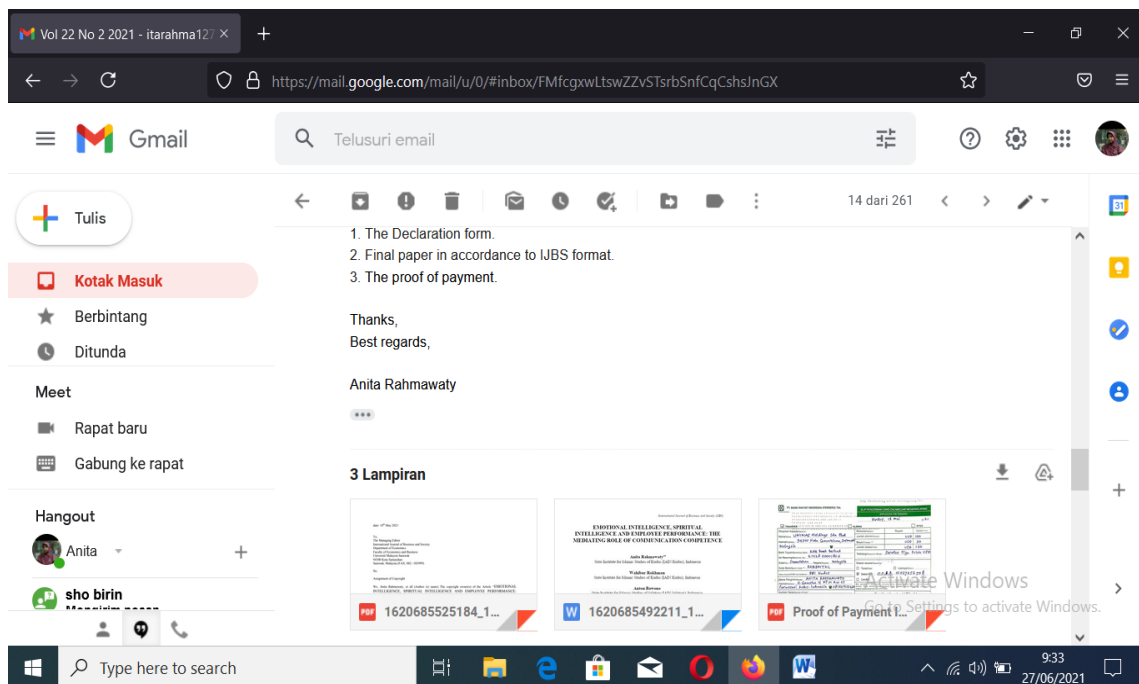
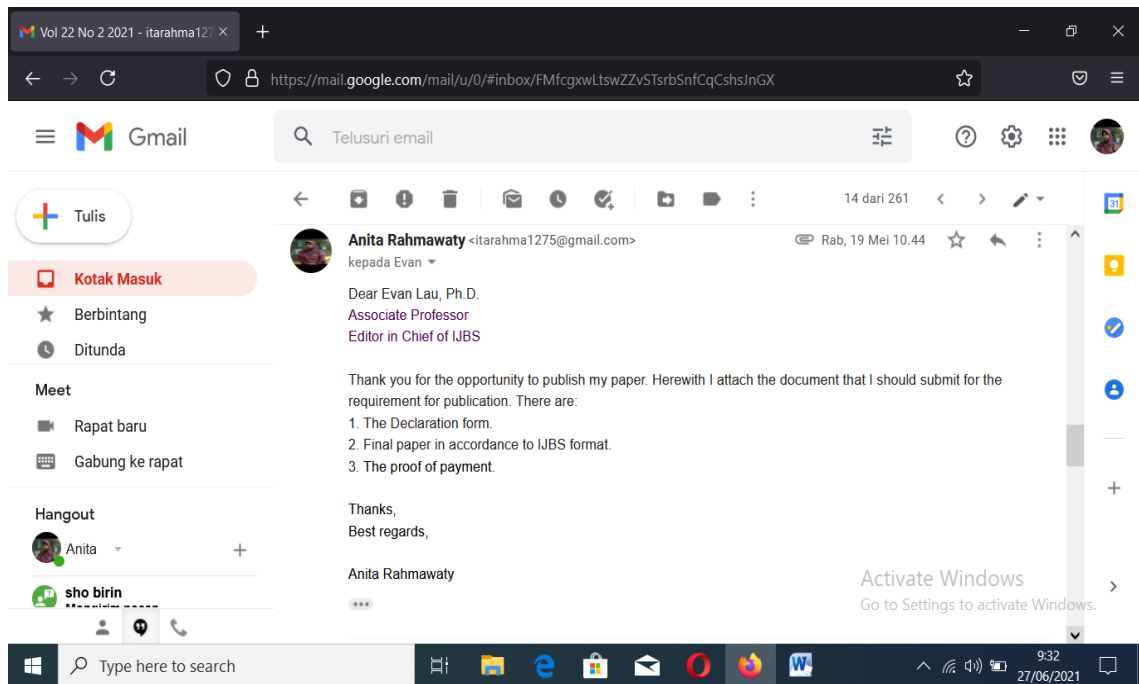
Artikel dinyatakan Accepted pada tanggal 10 Mei 2021 dan akan dipublikasikan di IJBS pada Vol. 22 No. 2, 2021.





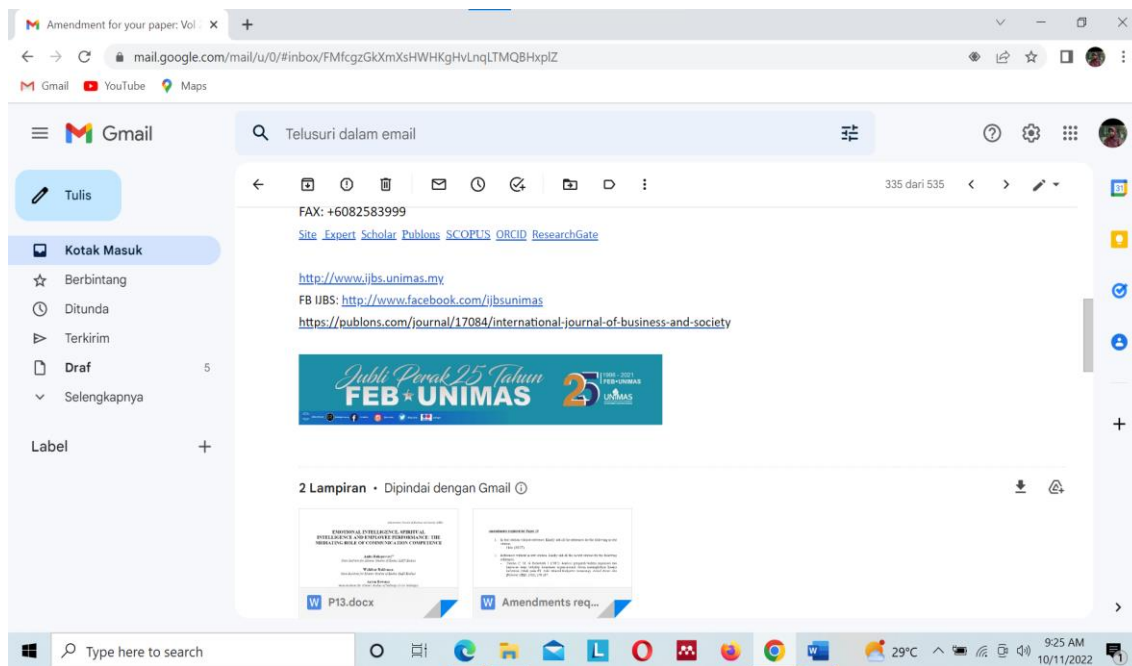
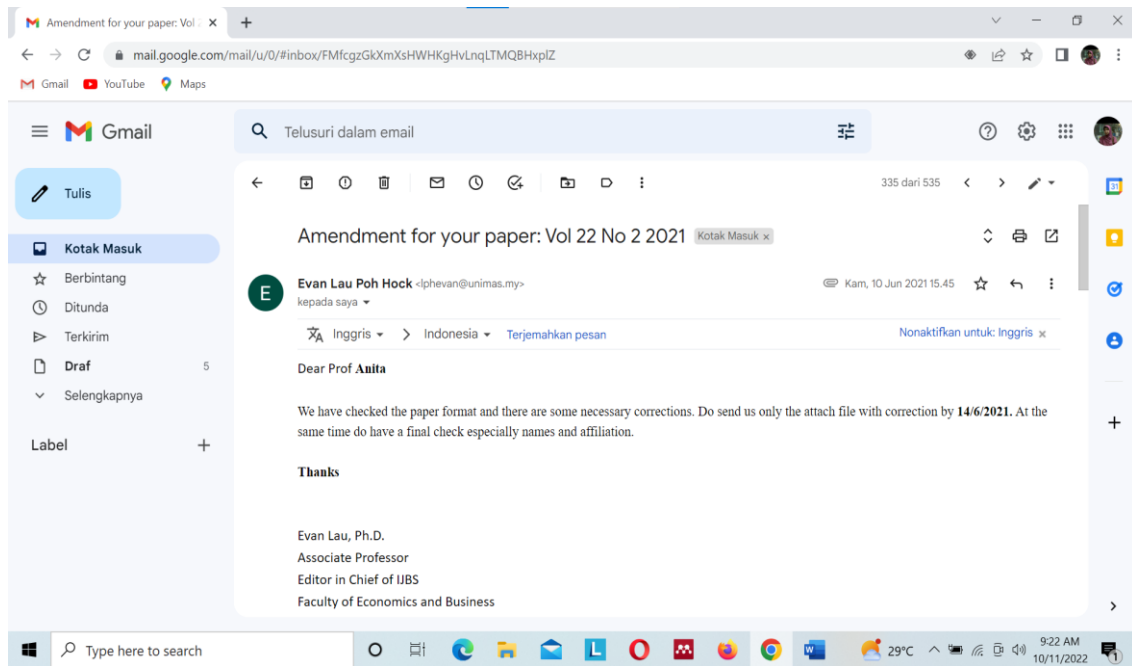
5. Tahap Pengiriman Final Paper

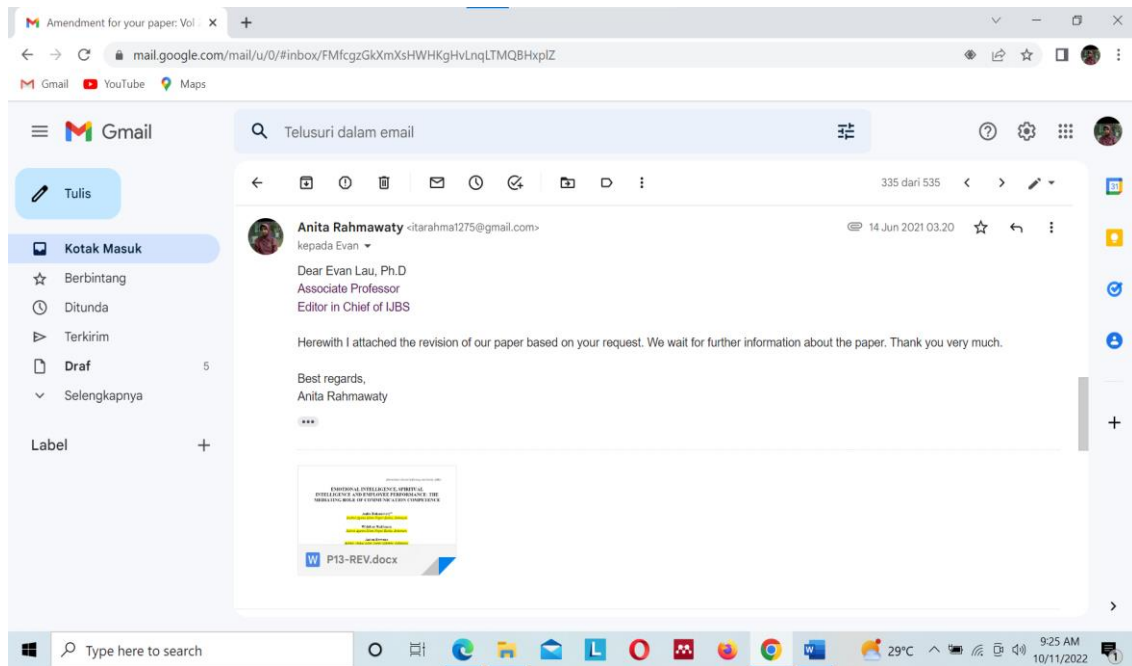
Artikel yang telah accepted, selanjutnya diminta untuk dikoreksi ulang (Final Paper) sesuai IJBS Format dan penulis mengirimkan Final Paper tersebut pada tanggal 19 Mei 2021.



6. Tahap Koreksi Final Paper.

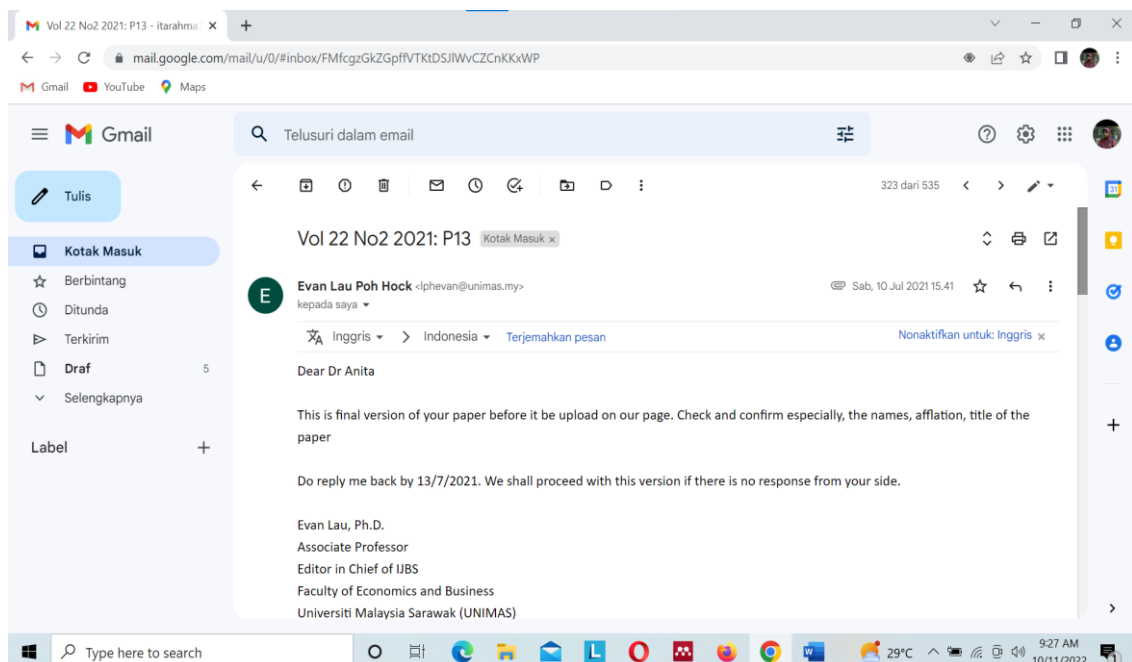
Editor melakukan pengecekan kembali terhadap Final Paper dan penulis diminta untuk mengirimkan kembali maksimal pada tanggal 14 Juni 2021.

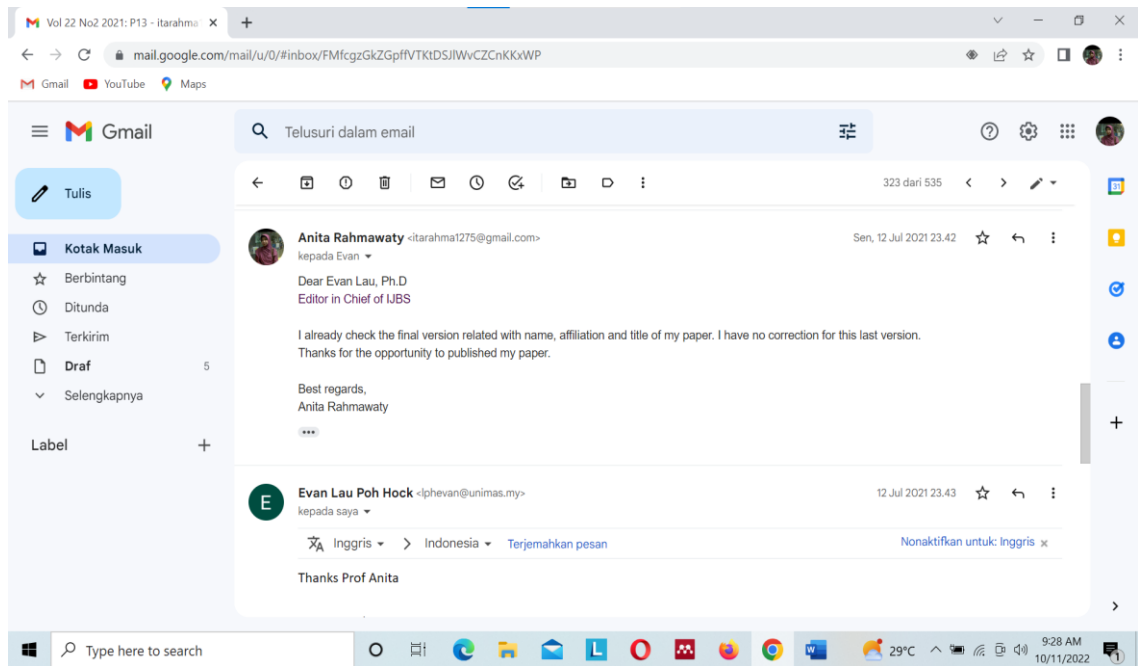




7. Tahap Checking Akhir Final Paper.

Editor mengirimkan kembali Final Paper yang akan dipublish dan penulis diminta untuk melakukan checking akhir pada tanggal 10 Juli 2021.





8. Publish Artikel Online.

Editor menginformasikan bahwa artikel telah publish secara online di IJBS Vol. 22, No. 2, 2021 pada tanggal 27 Agustus 2021 dengan DOI: <https://doi.org/10.33736/ijbs.3754.2021>

