Review Report

This journal uses double-blind review process, which means that both the reviewer (s) and author (s) identities concealed from the reviewers, and vice versa, throughout the review process. All submitted manuscripts are reviewed by three reviewer one from India and rest two from overseas. The average marks of three reviewers of review report are given below.

Registration:

Paper ID:	K14850981119
Paper Title:	The Effect of Managerial Effectiveness, work Environment, and Team Work on Lecturer's Work Engagement at College of Economics in East Jakarta
Author(s):	Diah Pranitasari

Evaluation: Plagiarism= 20%
1 = Very Poor | 2 = Poor | 3 = Good | 4 = Very Good | 5 = Outstanding | NA = Not Applicable

S. No	Please rate the following	5	4	3	2	1	NA
01	Relevance to the scope of the journal	✓					
02	Contribution to the respective field	✓					
03	Technical strength: explanation of used methodology	✓					
04	Plagarism: evaluavated from antiplagarism software	✓					
05	Intelligibility and significance of the paper title		✓				
06	Transparency and description of the abstract		✓				
07	Relevance of abstract with proposed approach/methodology		✓				
08	Litrature Survey and problem identification, if any	✓					
09	Feasibility study of the proposed approach/methodology			✓			
10	Relevance and clarity of drawings, graphs and tables			✓			
11	Explaination of drawings, graphs and tables	✓					
12	Clarity and appropriate explanation of equations	✓					
13	Result analysis and discussion	✓					
14	Comparative study with traditional work			✓			
15	Clarity and presentation of the paper		✓				
16	Conclusion of the paper		✓				
17	Reference list is adequate and correctly cited			✓			
18	Implication of the gramitical error and precision		✓				

Outlook:

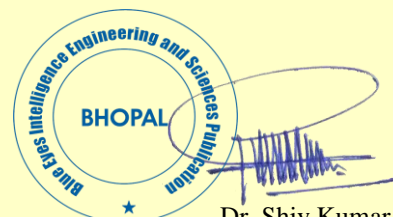| Tick the appropriate option	Yes	No
Is the paper or parts of it been plagiarized from elsewhere?		✓
Is there any fraud in the paper?		✓
Is the paper, as a whole, ethically acceptable?	✓	
Is paper within the scope?	✓	
Is paper written under the publication ethics and malpractice statement?	✓	

Recommendation:Accepted

Assessment	Strongly Accepted, no revision needed	Accepted, no revision needed	Accepted, but needs minor revision	Accepted, but needs major revision	Rejected, poor quality/out of scope	Rejected, ethical issues
Overall Status of Paper			✓			

The submitted manuscript is accepted with minor changes. Update your paper as per experts comments:

Reviewer-1	1. Paper can be accepted. 2. Abstract is the summary of the research work. The main parameters of the abstract are: what, how, and why. What: It includes definition of the research work means what is going on in research work. How: It covers methodology part means define a technique/ methodology that help to execute your research work. Why: It focus application of the research work means where it can use. Abstract should not be more than 250 to 450 word. Overall, your abstract may be more meaningful if you write your abstract as per above parameters.
Reviewer-2	1. Paper is good, covers all steps of proposed methodology and defined properly. 2. A conclusion is the last part of something, its end or result. When you write a paper, you always end by summing up your arguments and drawing a conclusion about what you've been writing about. Overall, your paper may conclude more better way.
Reviewer-3	1. Paper can be accepted borderline. 2. Proposed Algorithm/ Methodology is a process or set of rules to be followed in calculations or other problem-solving operations. It should be written in proper way with comments that help to understand. Overall, It may include step by step in this paper. 3. Experimented results may be included in tabular form. 4. Author's profile along with photo can be included as per paper template.

Jitendra Kumar Sen
(Manager)

BHOPAL

Dr. Shiv Kumar
(Editor-In-Chief)

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