



Erni Rusyani &lt;ernirusyani@unpas.ac.id&gt;

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**[CEMJ] Submission Acknowledgement**

1 message

**Journal Manager** <cemjournalm@gmail.com>

Tue, May 10, 2022 at 8:54 AM

To: Erni Rusyani &lt;ernirusyani@unpas.ac.id&gt;

Erni Rusyani:

Thank you for submitting the manuscript, "The Effect of Job Satisfaction, Workload and Organizational Climate on Turnover Intention of Employees" to Central European Management Journal. With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

Submission URL: [http://journals.kozminski.cem-j.com/index.php/pl\\_cemj/authorDashboard/submission/409](http://journals.kozminski.cem-j.com/index.php/pl_cemj/authorDashboard/submission/409)

Username: ernirusyani114

If you have any questions, please contact me. Thank you for considering this journal as a venue for your work.

Central European Management Journal

**Prof. Pawel Korzynski,**

Kozminski University, Poland

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[Central European Management Journal](#)



Erni Rusyani &lt;ernirusyani@unpas.ac.id&gt;

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**[CEMJ] Editor Decision**

2 messages

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**Journal Manager** <cemjournalm@gmail.com>  
To: Erni Rusyani <ernirusyani@unpas.ac.id>

Tue, June 21, 2022 at 10:57 PM

Erni Rusyani, Universitas Pasundan

We have reached a decision regarding your submission to Central European Management Journal, " The Effect of Job Satisfaction, Workload and Organizational Climate on Turnover Intention of Employees".

Our decision is: **Revisions Required Mayor**

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Reviewer A (Mariusz Andrzejewski, Cracow University of Economics, Poland)

Reviewer B (Zeljko Sevic, Caledonian Business School, UK)

**The Effect of Job Satisfaction, Workload and Organizational Climate on Turnover Intention of Employees****Abstract**

- Add some details of the methodology.
- Add some recommendations for to company
- There is no need to add novelty of the study.

**Introduction**

- Define key terms.
- Add statement of the problem.
- Add objective of the study.
- Add structure of the study.
- There does not exists any single in text citation in whole section, which is no good, so add citations for validity of the study.

**Methodology**

- Add some more details of methodology of the study.
- Cite previous studies which use the same methodology.

**Results**

- There is a need to bold the heading for better clarification for reader.

- Explain in detail the research results.

### Conclusion

- Affirm in the conclusions of the research results, don't be too long-winded

### References

- Follow APA style in text citations.
- Follow APA style in reference list.

Recommendation: Revisions Required Mayor

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[Central European Management Journal](#)

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Erni Rusyani <ernirusyani@unpas.ac.id>  
To: Journal Manager <cemjournalm@gmail.com>

Fri, June 23, 2022 at 10:57 PM

Hello sir

Thank you for the good news, I will follow all comments from reviewers so that this article deserves to be published.

I will send the revised results back into the ojs system.

[Quoted text hidden]

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Erni Rusyani <ernirusyani@unpas.ac.id>

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## [CEMJ] Editor Decision II

2 messages

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**Journal Manager** <cemjournalm@gmail.com>  
To: Erni Rusyani <ernirusyani@unpas.ac.id>

Tue, Sep 13, 2022 at 08:30 PM

Erni Rusyani, Universitas Pasundan

We have reached a decision regarding your submission to Central European Management Journal, " The Effect of Job Satisfaction, Workload and Organizational Climate on Turnover Intention of Employees".

Our decision is: **Revisions Required Minor**

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Reviewer A (Mariusz Andrzejewski, Cracow University of Economics, Poland)

Reviewer B (Zeljko Sevic, Caledonian Business School, UK)

### **The Effect of Job Satisfaction, Workload and Organizational Climate on Turnover Intention of Employees**

The author should indicate why this research is important or urgent to do in relation to the current literature.

Abstracts are too long and wordy, abstracts must be concise and interesting in showing the problem, purpose, method and novelty of the research results.

The author should describe similar studies first to demonstrate the novelty of this study.

The discussion is not deep, add theory so that it deepens the discussion with the findings of previous researchers. References need to be added to the latest relevant journal articles in the last 5 years, especially from Central European journals.





Erni Rusyani <ernirusyani@unpas.ac.id>

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## [CEMJ] Acceptance Letter

1 message

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**Journal Manager** <cemjournalm@gmail.com>

Tue, Oct 25, 2022 at 9.55 AM

To: Erni Rusyani <ernirusyani@unpas.ac.id>

Erni Rusyani:

Warm Greetings!

It's a great pleasure to inform you that, after the peer review process, your article entitled: "**The Effect of Job Satisfaction, Workload and Organizational Climate on Turnover Intention of Employees**". has been accepted for publication in Central European Management Journal Volume 30, No 4 of 2022, please make a payment for publication fee.

Thank you for submitting your work to this journal. We hope to receive it in the future too.

Best Regards,  
Central European Management Journal

**Prof. Pawel Korzynski,**

Kozminski University, Poland

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