

[IJELEG] Submission Acknowledgement**Editor in Chief** <ijeleg.editor@gmail.com>

Sun, Aug 21, 2022, at 11: 33AM

To: **Agussalim** <agussikki@yahoo.com>

Agussalim:

Thank you for submitting the manuscript, "*The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach*" to the International Journal of eBusiness and eGovernment Studies.

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 website:

Submission URL: <https://sobiad.org/manuscript/index.php/ijeleg/about/submission/1346/290>

Username: agussalim

If your paper pass reviews processes and meets our standards it is necessary to make the payment.

Publication fee (covers publishing, review, and databases indexing costs): **2000** USD.

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

Editor in Chief

International Journal of eBusiness and eGovernment Studies

[IJEBEG] Revision Invitation**Editor in Chief** <ijebege.editor@gmail.com>

Thu, Sep 15, 2022, at 12:40 PM

To: **Agussalim** <agussikki@yahoo.com>

Agussalim:

The paper "*The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach*" has been preliminarily reviewed.

Reviewers have given their comments on your paper. Please do the following when you resubmit your revised version:

- (i) All corrections as per the reviewers' comments and prepare a table/response letter showing corrections done. Your corrections will not be accepted in the absence of this response letter/table.
- (ii) All authors' names, emails and affiliations checked and corrected
- (iii) Add ORCID IDs of all authors

Please ensure the submission of the revision within 1 month of receiving this mail either both as a reply to this mail and in the online system.

The paper can be resubmitted for a review after huge improvements, and this does not guarantee it will be approved.

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

Editor in Chief

International Journal of eBusiness and eGovernment Studies

Reviewer 1

The study "The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach" seeks to examine and determine the direct effects of Training and Discipline on the work environment. It also investigates the influence of education and training, discipline, and the work environment on the performance of government employees in the Rectorate Personnel of Andalas University Padang. This study's population consisted of 272 civil servants, and a sample of 100 individuals was selected via convenience sampling. The gathered data were analyzed using the PLS-SEM method and SmartPLS 3.0 software. The hypothesis testing revealed that Training has a negligible effect on the Work Environment but a large effect on employee performance. In addition, discipline has a favourable and substantial impact on the Work Environment but has only a minor effect on the performance of the employees. Hence, it can be stated that the Work Environment harms the Performance of Civil Servants at the Rectorate Personnel of Andalas University, Padang, albeit very modestly. In addition, the authors well presented the manuscript. However, overall, a few things need stepwise improvement to make this work publishable.

- The introduction of the paper is very comprehensive, which needs to be extended for more clarity and facts and figures. The authors should also add a table on the Employee Attendance List of Andalas Padang University Staffing from January to October 2020. Andalas Padang University is one of the state universities that Vice President Mohammad Hatta inaugurated on December 23, 1955. However, there is a need to add more details regarding the university and the reasons for conducting this study.

- Throughout the literature review section, the authors used similar research results that weaken the arguments, and the current arguments are not persuasive enough to convince the readers that this paper has contributions. Also, there is no need to add separate headings for hypothesized associations. Instead, authors should write all hypotheses after the literature review, followed by research methods.
- Methodologically this study was conducted on Andalas University Padang's Rectorate Personnel Office public personnel. This study's population consisted of 272 civil personnel. Using the Slovin formula, samples of up to 100 individuals were collected. The strategy for determining the respondent is convenience sampling, i.e., anyone the researcher coincidentally encounters in each area may be employed as a respondent as a primary data source. However, the authors should add the details of the measure for training, work environment, and performance and also explain how the data analysis method was executed.
- The results are well presented. However, it is good to add a table presenting the Average Results of Employee Performance Variable Questionnaire Answers and a table linked with the Average Results of Employee Training Variable Questionnaire Answers. Also, the analysis results for Work Environment should be explained in detail. Authors are also encouraged to add a figure for Output Path Coefficient.
- In the discussion section authors must explain in detail the training has a considerable favourable influence on the performance of government workers in the Rectorate Personnel of Andalas University Padang, according to the results of the t-test
- The conclusion section is also presented well. However, there is still room for improvement.
- The authors should also add a suggestion "in terms of discipline, the indicator of employee absenteeism must be improved. This is seen by the number of employees arriving late, tardy, or absent, as it will influence their ability to complete their work later. If there are no strict consequences, this could impair the performance of other employees."
- Although the article is well-written and easy to read, it has some errors that must be carefully checked and corrected.

Reviewer 2

The manuscript is well-written, deals with an important issue, and presents findings and research implications well. However, always remain room for improvements which are suggested as follows.

- a. The authors should explain the statement education, and training is the process of organizing teaching and learning to enhance civil servants' skills (PNS) and the work environment is a space for several groups with several porting facilities to achieve objectives following the vision and mission of the organization. Likewise, the problems addressed in the current study need to be explicitly presented in the study.
- b. The literature review needs to be much more clearly written. The ideas are there, but they need to be explained further, and the ideas need to be more clearly linked together. An in-depth literature review is required to build a hypothesis with a clear understanding of the main concepts. Authors should add a theoretical framework to present their idea in clear form.
- c. In the methods section, the approach used to collect data and determine sample size is very clear. Likewise, the sampling technique is clear with the adopted approach. However, measures used to express study variables need clarity.
- d. I encourage the authors to share some more details regarding the demographic characteristics of their respondents to better understand their impact on the dependent variable. Also, there is a need to provide detail regarding Composite Reliability Test and R square test.
- e. The discussion section is merged with the research section. There is a need to discuss the study results in detail independent of implications, clearly stating the significance of the results and their applicability as per the study context with specific examples from the hotel industry practices in the country. The results should also explain how training can increase employee understanding, insight, and skills at work
- f. There are many grammatical issues in the article throughout, and the authors are especially confused about where to use and where not to use "articles" and commas, singular or plural, etc.

[IJELEG] Submission Acknowledgement**Editor in Chief** <ijeleg.editor@gmail.com>

Tue, Sep 27, 2022, at 08:11AM

To: **Agussalim** <agussikki@yahoo.com>

Agussalim:

Thank you for submitting revision of the manuscript, "*The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach*" to the International Journal of eBusiness and eGovernment Studies.

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: <https://sobiad.org/menuscript/index.php/ijeleg/about/submission/1346/290>

Username: agussalim

If your paper pass reviews processes and meets our standards it is necessary to make the payment.

Publication fee (covers: publishing, review, and databases indexing costs): **2000 USD**.

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

Editor in Chief

International Journal of eBusiness and eGovernment Studies

RESPONSE TO REVIEWER-A

| Sr. No. | Reviewer's Comment | Response |
|--------------------|---|---|
| | <p>The study "<i>The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach</i>" seeks to examine and determine the direct effects of Training and Discipline on the work environment. It also investigates the influence of education and training, discipline, and the work environment on the performance of government employees in the Rectorate Personnel of Andalas University Padang. This study's population consisted of 272 civil servants, and a sample of 100 individuals was selected via convenience sampling. The gathered data were analyzed using the PLS-SEM method and SmartPLS 3.0 software. The hypothesis testing revealed that Training has a negligible effect on the Work Environment but a large effect on employee performance. In addition, discipline has a favourable and substantial impact on the Work Environment but has only a minor effect on the performance of the employees. Hence, it can be stated that the Work Environment harms the Performance of Civil Servants at the Rectorate Personnel of Andalas University, Padang, albeit very modestly. In addition, the authors well presented the manuscript. However, overall, a</p> | <p>Thanks very much, dear reviewer, for your kind remarks and for allowing us to revise our manuscript. We tried our best to revise our work.</p> |

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| | few things need stepwise improvement to make this work publishable. | |
| 1. | The introduction of the paper is very comprehensive, which needs to be extended for more clarity and facts and figures. The authors should also add a table on the Employee Attendance List of Andalas Padang University Staffing from January to October 2020. Andalas Padang University is one of the state universities that Vice President Mohammad Hatta inaugurated on December 23, 1955. However, there is a need to add more details regarding the university and the reasons for conducting this study. | Dear reviewer, we have revised the introduction. Also, we have added a table on the Employee Attendance List of Andalas Padang University Staffing from January to October 2020. And explained Andalas Padang University is one of the state universities that Vice President Mohammad Hatta inaugurated on December 23, 1955. Please see pages 2-5 |
| 2. | Throughout the literature review section, the authors used similar research results that weaken the arguments, and the current arguments are not persuasive enough to convince the readers that this paper has contributions. Also, there is no need to add separate headings for hypothesized associations. Instead, authors should write all hypotheses after the literature review, followed by research methods. | Dear reviewer, Many thanks for your kind suggestions and comments. We have now revised the literature review portion with logical arguments under one heading and wrote all hypotheses after the literature review, followed by research methods. Please see pages 5-11 |
| 3 | Methodologically this study was conducted on Andalas University Padang's Rectorate Personnel Office public personnel. This study's population consisted of 272 civil personnel. Using the Slovin formula, samples of up to 100 individuals were collected. The strategy for | Dear reviewer, following your kind guidelines, we have now revised the methodology section and added details of the measure for the work environment and performance. We have also explained how the data analysis method was executed. |

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| | determining the respondent is convenience sampling, i.e., anyone the researcher coincidentally encounters in each area may be employed as a respondent as a primary data source. However, the authors should add the details of the measure for training, work environment, and performance and also explain how the data analysis method was executed. | Please see pages 12-13 |
| 4 | The results are well presented. However, it is good to add a table presenting <i>the Average Results of Employee Performance Variable Questionnaire Answers</i> and a table linked with <i>the Average Results of Employee Training Variable Questionnaire Answers</i> . Also, the analysis results for Work Environment should be explained in detail. Authors are also encouraged to add a figure for Output Path Coefficient. | <p>Many thanks, dear reviewer, The tables are added</p> <p>Also, analysis results for Work Environment should be explained in detail.</p> <p>We have also added a figure for Output Path Coefficient.</p> <p>Please see pages 13-21</p> |
| 5 | In the discussion section authors must explain in detail the training has a considerable favourable influence on the performance of government workers in the Rectorate Personnel of Andalas University Padang, according to the results of the t-test | <p>Dear reviewer, many thanks for your kind guidelines. We have thoroughly revised the discussion section.</p> <p>Please see pages 21-25.</p> |
| 6 | The conclusion section is also presented well. However, there is still room for improvement. | <p>Dear reviewer, many thanks for your kind guidelines. We have thoroughly revised the conclusion section.</p> <p>Please see pages 25-26.</p> |

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| 7 | <p>The authors should also add a suggestion "in terms of discipline, the indicator of employee absenteeism must be improved. This is seen by the number of employees arriving late, tardy, or absent, as it will influence their ability to complete their work later. If there are no strict consequences, this could impair the performance of other employees."</p> | <p>Done, dear reviewer, as suggested. Please see page 27.</p> |
| | <p>Although the article is well-written and easy to read, it has some errors that must be carefully checked and corrected.</p> | <p>Done, dear reviewer, as suggested.</p> |

RESPONSE TO REVIEWER-B

| Sr. No. | Reviewer's Comment | Response |
|---------|---|--|
| | The manuscript is well-written, deals with an important issue, and presents findings and research implications well. However, always remain room for improvements which are suggested as follows. | Thanks a lot, dear reviewer, for allowing us to revise our manuscript. We are very grateful for all the good and valuable comments. These helped us a lot to improve our work. |
| 1 | The authors should explain the statement <i>education and training is the process of organizing teaching and learning to enhance civil servants' skills (PNS) and the work environment is a space for several groups with several porting facilities to achieve objectives following the vision and mission of the organization</i> . Likewise, the problems addressed in the current study need to be explicitly presented in the study. | Dear reviewer, we have revised the introduction as suggested. Please see pages 1-5 |
| 2 | The literature review needs to be much more clearly written. The ideas are there, but they need to be explained further, and the ideas need to be more clearly linked together. An in-depth literature review is required to build a hypothesis with a clear understanding of the main concepts. Authors should add a theoretical framework to present their idea in clear form. | Following your kind guidelines, we have thoroughly revised the literature review and added the theoretical framework of the study. Please see pages 5-11 |
| 3 | In the methods section, the approach used to collect data and determine sample size is very clear. Likewise, the sampling technique is clear | Dear reviewer, following your kind guidelines, we have revised the methods part. |

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| | with the adopted approach. However, measures used to express study variables need clarity. | Please see pages 12-13 |
| 4 | I encourage the authors to share some more details regarding the demographic characteristics of their respondents to better understand their impact on the dependent variable. Also, there is a need to provide detail regarding Composite Reliability Test and R square test. | Dear reviewer, many thanks for your kind guidelines. We have added detail on the demographic characteristics of their respondents and provided detail regarding Composite Reliability Test and R square test. Please see pages 13-21 |
| 5 | The discussion section is merged with the research section. There is a need to discuss the study results in detail independent of implications, clearly stating the significance of the results and their applicability as per the study context with specific examples from the hotel industry practices in the country. The results should also explain how training can increase employee understanding, insight, and skills at work | Dear reviewer, many thanks for your kind comment. We reported the required details. Please see pages 21-5 |
| 6 | There are many grammatical issues in the article throughout, and the authors are especially confused about where to use and where not to use "articles" and commas, singular or plural, etc. | Dear reviewer, we are grateful for your observations and for helping us enhance our manuscript's quality with your kind suggestions, comments, and guidelines. Following your kind guidelines, we have now proof-edited our paper with the help of professional native English speakers to enhance its quality and readability |

[IJELEG] Revision Invitation**Editor in Chief** <ajeem.editor@gmail.com>

Thu, Oct 20, 2022, at 09:29 AM

To: **Agussalim** <agussikki@yahoo.com>

Agussalim:

The paper "*The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach*" has been reviewed again.

The authors spent quality time revising the manuscript. However, there are still some minor issues which need clarity.

- Reliability Test Results must be added in tabular form with all the values.
- Evaluation of the structural model (inner model) requires a clear description and presentation.
- Why Training and discipline have no significant effect on the performance of government employees at the Rectorate Personnel of Andalas University Padang via the indirect effect of the work environment, it needs a detailed explanation.

The paper can be resubmitted for a review after huge improvements, and this does not guarantee it will be approved.

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

Editor in Chief

International Journal of eBusiness and eGovernment Studies

[IJELEG] Submission Acknowledgement**Editor in Chief** <ijeleg.editor@gmail.com>

Fri, Oct 28, 2022, at 10:23AM

To: Agussalim <agussikki@yahoo.com>

Agussalim:

Thank you for submitting revision of the manuscript "*The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach*" the International Journal of eBusiness and eGovernment Studies.

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: <https://sobiad.org/menuscrypt/index.php/ijeleg/about/submission/1346/290>

Username: agussalim

If your paper pass reviews processes and meets our standards it is necessary to make the payment.

Publication fee (covers: publishing, review, and databases indexing costs): **2000 USD**.

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

Editor in Chief

International Journal of eBusiness and eGovernment Studies

RESPONSE TO REVIEWER

| Sr. No. | Reviewer's Comment | Response |
|--------------------|---|--|
| | The authors spent quality time revising the manuscript. However, there are still some minor issues which need clarity. | Thanks a lot once again, dear reviewer, for your kind consideration and kind remarks |
| 1. | Reliability Test Results must be added in tabular form with all the values. | Dear reviewer, we have added reliability Test Results in tabular form with all the values. Please see pages 7 |
| 2. | Evaluation of the structural model (inner model) requires a clear description and presentation. | Dear reviewer, following your kind suggestion, we have now explained in detail the Evaluation of the structural model (inner model) Please see pages 11 |
| 3 | Why Training and discipline have no significant effect on the performance of government employees at the Rectorate Personnel of Andalas University Padang via the indirect effect of the work environment, it needs a detailed explanation. | Dear reviewer, following your kind guidelines, we have now presented in detail Why Training and discipline have no significant effect on the performance of government employees at the Rectorate Personnel of Andalas University Padang via the indirect effect of the work environment. Please see pages 12 |

[IJEBEG] Manuscript Acceptance

Editor in Chief <ijebe.editor@gmail.com>

Tue, Nov 15, 2022, at 11:56AM

To: **Agussalim** <agussikki@yahoo.com>

Agussalim:

Congratulations!

Your paper entitled, "*The Role of Training, Discipline and Work Environment on Employee Performance: A Pls-Sem Approach*" has been accepted for publication in the International Journal of eBusiness and eGovernment Studies (Vol. 14, No. 4, 2022).

Thank you for your interest in our journal. Your Journal paper would be indexed in Scopus (Elsevier), Google Scholar, Scirus, GetCited, Scribd, so on. We look forward to receiving your subsequent research papers.

Note:

We will send you email separately for publication fee (covers: publishing, review, and databases indexing costs): **2000 USD**.

Editor in Chief

[International Journal of eBusiness and eGovernment Studies](#)