

# 227123319 (Central European Management Journal) 1648057 - Submission Received

1 message

**Pawel Korzynski** <[cemjournalm@gmail.com](mailto:cemjournalm@gmail.com)>

29<sup>th</sup> November 2022 at 08:20 AM

Reply-To: **Pawel Korzynski** <[cemjournalm@gmail.com](mailto:cemjournalm@gmail.com)>

To: Juju Zuhriatusobah <[zuhriatusobahjuju@gmail.com](mailto:zuhriatusobahjuju@gmail.com)>

Ref: CEMJ2022-227123319

WORK LIFE BALANCE STRATEGY TO IMPROVE EMPLOYEE PERFORMANCE AT PT. XYZ

Central European Management Journal

Dear Juju Zuhriatusobah,

Thank you very much for uploading the following manuscript to the Central European Management Journal submission system. One of our editors will be in touch with you soon.

Journal name: Central European Management Journal

Manuscript ID: Central European Management Journal -227123319

Type of manuscript: Article

Title: Work Life Balance Strategy to Improve Employee Performance at PT. XYZ

Received: 29 November 2022

E-mails: [zuhriatusobahjuju@gmail.com](mailto:zuhriatusobahjuju@gmail.com)

You can follow progress of your manuscript at the following link (login required):

[https://journals.kozminski.cem-j.org/user/manuscripts/review\\_info/049d6e3a83a8667a25c4dad02af6e432](https://journals.kozminski.cem-j.org/user/manuscripts/review_info/049d6e3a83a8667a25c4dad02af6e432)

The following points were confirmed during submission:

If you require advice on language editing for your manuscript or assistance with arranging translation, please do consider using the Sciendo Editing Services.

Please ensure that you clearly highlight changes made to your manuscript, as well as submitting a thorough response to reviewers.

We look forward to receiving your revised article.

Best wishes,

Pawel Korzynski

Editor in Chief

Central European Management Journal

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## 227123319 (Central European Management Journal) A revise decision has been made on your submission

1 message

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Pawel Korzynski <[cemjournalm@gmail.com](mailto:cemjournalm@gmail.com)>

1<sup>st</sup> February 2023 at 10:49

Reply-To: Pawel Korzynski <[cemjournalm@gmail.com](mailto:cemjournalm@gmail.com)>

To: Juju Zuhriatusobah <[zuhriatusobahjuju@gmail.com](mailto:zuhriatusobahjuju@gmail.com)>

Ref: CEMJ2022-227123319

WORK LIFE BALANCE STRATEGY TO IMPROVE EMPLOYEE PERFORMANCE AT PT. XYZ  
Central European Management Journal

Dear Juju Zuhriatusobah,

Your manuscript entitled "**WORK LIFE BALANCE STRATEGY TO IMPROVE EMPLOYEE PERFORMANCE AT PT. XYZ**", which you submitted to

Central European Management Journal, has now been reviewed.

The reviews, included at the bottom of the letter, indicate that your manuscript could be suitable for publication following revision. We hope that you will consider these suggestions, and revise your manuscript.

Please submit your revision by March 01, 2023, if you need additional time then please contact the Editorial Office.

To submit your revised manuscript please go to [http://journals.kozminski.cem-j.org/index.php/pl\\_cemj/login](http://journals.kozminski.cem-j.org/index.php/pl_cemj/login) and log in. You will see an option to Revise alongside your submission record.

If you are unsure how to submit your revision, please contact us on [cemjournalm@gmail.com](mailto:cemjournalm@gmail.com)

Please ensure that you include the following elements in your revised submission:

- \* Public interest statement - a description of your paper of NO MORE THAN 150 words suitable for a non-specialist reader, highlighting/explaining anything which will be of interest to the general public (to find about more about how to write a good Public Interest Statement, and how it can benefit your research.
- about the author - a short summary of NO MORE THAN 150 WORDS, detailing either your own or your group's key research activities, including a note on how the research reported in this paper relates to wider projects or issues.

You also have the option of including the following:

- \* photo of the author(s), including details of who is in the photograph - please note that we can only publish one photo
- \* cover image - you are able to create a cover page for your article by supplying an image for this purpose, or nominating a figure from your article. If you supply a new image, please obtain relevant permissions to reproduce the image if you do not own the copyright

If you require advice on language editing for your manuscript or assistance with arranging translation, please do consider using the Sciendo Editing Services.

Please ensure that you clearly highlight changes made to your manuscript, as well as submitting a thorough response to reviewers.

We look forward to receiving your revised article.

Best wishes,

Pawel Korzynski

Editor in Chief

Central European Management Journal

Comments from the Editors and Reviewers:

Title, Abstract and Introduction – overall evaluation

Reviewer 1: Sound with minor or moderate revisions

Methodology / Materials and Methods – overall evaluation

Reviewer 1: Unsound or fundamentally flawed

Objective / Hypothesis – overall evaluation

Reviewer 1: Sound

Figures and Tables – overall evaluation

Reviewer 1: Sound with minor or moderate revisions

Results / Data Analysis – overall evaluation

Reviewer 1: Unsound or fundamentally flawed

Interpretation / Discussion – overall evaluation

Reviewer 1: Unsound or fundamentally flawed

Conclusions – overall evaluation

Reviewer 1: Unsound or fundamentally flawed

References – overall evaluation

Reviewer 1: Sound

Compliance with Ethical Standards – overall evaluation

Reviewer 1: Sound

Writing – overall evaluation

Reviewer 1: Sound

Supplemental Information and Data – overall evaluation

Reviewer 1: Unsound or fundamentally flawed

Comments to the author

Reviewer 1: Dear the authors

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes, a new research on the in Work Life Balance Strategy to Improve Employee Performance at PT. XYZ.
2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: The review is quite relevant. However, I suggested by means of annotations that review of studies based on study should be clearer. The suitable of theory needed in this paper.
3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: I observed some conflicts in the application of the empirical methodology.
4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Results should be crosschecked in line with observations in 3 above and please add discussion part the describe the result before conclusion.

Sincerely

Title, Abstract and Introduction – overall evaluation  
Reviewer 2: Unsound or fundamentally flawed

Methodology / Materials and Methods – overall evaluation  
Reviewer 2: Sound with minor or moderate revisions

Objective / Hypothesis – overall evaluation  
Reviewer 2: Unsound or fundamentally flawed

Figures and Tables – overall evaluation  
Reviewer 2: Sound

Results / Data Analysis – overall evaluation  
Reviewer 2: Unsound or fundamentally flawed

Interpretation / Discussion – overall evaluation  
Reviewer 2: Unsound or fundamentally flawed

Conclusions – overall evaluation  
Reviewer 2: Sound with minor or moderate revisions

References – overall evaluation  
Reviewer 2: Sound

Compliance with Ethical Standards – overall evaluation  
Reviewer 2: Sound

Writing – overall evaluation  
Reviewer 2: Unsound or fundamentally flawed

Supplemental Information and Data – overall evaluation  
Reviewer 2: Sound with minor or moderate revisions

Comments to the author

Reviewer 2: Article Title: Work Life Balance Strategy to Improve Employee Performance at PT. XYZ

Manuscript Number: CEMJ-2022-227123319

Comments

SCOPE

The target journal, Central European Management Journal, has a broad scope, including most topics in business management and Accounting. Thus, the topic of this paper is appropriate for the journal.

Comments

NOVELTY OF THE STUDY

The paper has a poor of novelty about the motivation concerning in Work Life Balance Strategy to Improve Employee Performance.

RELEVANCE AND CONTRIBUTION OF THE STUDY

This study attempts to identify Work Life Balance Strategy to Improve Employee Performance. The research plays a key role in the policy decisions, but the contribution of this paper not identified clearly..

SUBMISSION READINESS

Please consider my comments in the sections above to finalizing or submitting it.

1. The title is straightforward Indicate accurately the subject and scope of the study.
2. The abstract is not presented with the implication of this study.
3. The introduction poorly states. The motivation and the contribution not identify and justify in the introduction.
4. The hypotheses are not supported by the adequate empirical research. Moreover, the argument of the hypotheses is not strong to explain the idea.
5. The paper doesn't address how the sample been taken, and the criteria for the sample not presented.

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**Comments- Work Life Balance Strategy to Improve Employee Performance at PT. XYZ -2022-227123319.docx**

15K

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## 227123319 (Central European Management Journal) Your submission has been accepted

1 message

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**Pawel Korzynski** <cemjournalm@gmail.com>

1<sup>th</sup> March 2023 at 10:49

Reply-To: **Pawel Korzynski** <cemjournalm@gmail.com>

To: Juju Zuhriatusobah <zuhriatusobahjuju@gmail.com>

Ref: CEMJ2022-227123319

WORK LIFE BALANCE STRATEGY TO IMPROVE EMPLOYEE PERFORMANCE AT PT. XYZ

Central European Management Journal

Dear Juju Zuhriatusobah,

I am pleased to tell you that your work was accepted for publication in Central European Management Journal on April 2022. Below attached letter of acceptance for this article. We will now edit and finalize your paper, which will then be returned to you for your approval. Within the next couple of days, an invoice concerning the article processing charge (APC) for publication in this open access journal will be sent by email from the Editorial Office

Your article will be published under the Creative Commons Attribution license (CC-BY 4.0), ensuring that your work will be freely accessible by all. Your article will also be shareable and adaptable by anyone as long as the user gives appropriate credit, provides a link to the license, and indicates if changes were made.

Once the version of record (VoR) of your article has been published in Central European Management Journal, please feel free to deposit a copy in your institutional repository.

Thank you for submitting your work to this journal, and we hope that you will consider us for your future submissions.

Best wishes

Pawel Korzynski

Editor in Chief

Central European Management Journal

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In compliance with data protection regulations, you may request that we remove your personal registration details at any time. (cemjournal@gmail.com). Please contact the publication office if you have any questions.

## ARTICLE ACCEPTANCE LETTER

**Article ID: CEMJ2022-227123319**

**Article Title: Work Life Balance Strategy to Improve Employee Performance at PT. XYZ.**

**Juju Zuhriatusobah, Edwin Kusuma Yudha, Yulianita Rahayu, Willya Achmad.**

Thank you very much for your submission to our journal.

We are pleased to inform you that your paper has been reviewed, and accepted for publication. Your article will be published in upcoming current issue.

Thank you for making the journal a vehicle for your research interests.

Scopus®



SJR



Best wishes, Editor-in-Chief



X

Paweł Korzyński  
Chief Editor

**Central European Management Journal (CEMJ)**

ISSN:2336-2693 & E-ISSN:2336-4890

[http://journals.kozminski.cem-j.org/index.php/pl\\_cemj/index](http://journals.kozminski.cem-j.org/index.php/pl_cemj/index)

<https://www.scopus.com/sourceid/21101039079#tabs%3D2>