

# Invitation for Free of Cost Manuscript (Management) Publication: MAT Journals

Kotak Masuk x



M. Rani <mamta.r@speedasia.in>

kepada bcc: saya ▾

17 Feb 2020, 13.59



🗨 Ingggris ▾ > Indonesia ▾ [Terjemahkan pesan](#)

[Nonaktifkan untuk: Inggris](#) x

**Respected Author,**

Greetings from **MAT Journals**....!!

This mail is on behalf of [MAT Journals](#) that publishes Journals, MAT Journals is a Unit of ARV Infomedia Private Limited having 75 Journals in various subjects. The objective of MAT Journals is to provide a platform for knowledge creation and hence disseminate it to Students, Scholars, Professors, Academicians and Scientists. MAT Journals is focused to provide good quality content to its subscribers and readers. Keeping this in mind we are working hard as a result, we have ISSN and Indexing in many of our Journals. We also provide DOI to all the published articles.

We would like to invite you to kindly contribute few Research/Review articles in any of the Journals mentioned below. Article published in our Journals will receive very high publicity and acquire very high reputation. We publish Original Research Articles, Case Study, Review Articles, Technical Notes and Short Communication. Manuscripts submitted to this journal will be deemed as they have not been published and are not under consideration for publication elsewhere.

## **Available Management Journals**

<a href="#">Journal of Sales, Service and Marketing Research</a>	<a href="#">Journal of Internet Banking and Risk Management</a>
<a href="#">Journal of Accounting Research, Business and Finance Management</a>	<a href="#">Journal of Purchasing, Logistics and Supply Chain Management System</a>
<a href="#">Research and Review: Human Resource and Labour Management</a>	<a href="#">Innovation in Economy &amp; Policy Research</a>
<a href="#">Journal of Integrated Marketing Communications and Digital Marketing</a>	<a href="#">Recent Trends in Data Mining and Business Forecasting</a>
<a href="#">Journal of Business Analytics and Data</a>	<a href="#">Journal of Intellectual Property Rights.</a>

## **BENEFITS FOR AUTHOR:**

- **No Submission, Processing and Publication Fees (Free of cost Publication)**
- Paper publishing process is relatively fast and easy
- Authors can submit the papers at any time by online submission (OJS) or E-mail at [anam.parveen@matjournals.com](mailto:anam.parveen@matjournals.com) or [mamta@matjournals.com](mailto:mamta@matjournals.com)
- Review result of submitted paper will be declared within one to two weeks by reviewer team.
- Author's queries shall be resolved within 24-48 hours of time
- Global online open access availability
- DOI for all published articles
- Free Online Certificate of Publication
- Publish both Print and Online format of Journal
- Free Online Acceptance Letter

## **INDEXING**

Google Scholar, Cite Factor, DRJI, Cosmos Impact Factor, Root Indexing, Figshare, DOI, Zenodo, SIS Indexing

We also have Quality Journals in Pharmacy and Nursing

**Kindly ask your colleagues, peers and students to contribute their original research/ Review work in our Journals.**

Looking forward to your early submission

Feel free to revert in case of any query!

Thanking you with Kind Regards,

M. Rani  
Associate Editor  
(Publication Division)

**MAT Journals!!**  
Office No-301, Second Floor,  
Plot No:CS-4, Gyan Khand-2,  
Indirapuram, Ghaziabad, Uttar Pradesh, India  
Website: <http://matjournals.com/>



# Research and Review: Human Resource and Labour Management

[Home](#) / [Login](#)

## Login

*Username \**

*Password \**

[Forgot your password?](#)

Keep me logged in

[Register](#)



Anam Parveen <anam.parveen@matjournals.com>

18 Feb 2020, 13.56



kepada saya ▾

🌐 Inggris ▾ > Indonesia ▾ [Terjemahkan pesan](#)

[Nonaktifkan untuk: Inggris](#) x

Dear Author,

Greeting from MAT Journals!

Thank you for submitting article in "[Research and Review: Human Resource and Labour Management](#)". But we are unable to open your article. Kindly send the same article on this same mail.

**Looking forward to your early submission**

**With Regards,**

Anam Parveen

Associate Editor (Publication)

**Address for Correspondence**

*MAT Journals*

Office No-301, Second Floor,

Plot No:CS-4, Gyan Khand-2,

Indirapuram, Ghaziabad, UP, India.



**dio caisar** <diocaisar09@gmail.com>

kepada Anam ▾

18 Feb 2020, 15.30



Thank you. It's me Sir.

Best regard



**Anam Parveen** <anam.parveen@matjournals.com>

kepada saya ▾

18 Feb 2020, 16.04



🌐 Inggris ▾ > Indonesia ▾ [Terjemahkan pesan](#)

[Nonaktifkan untuk Inggris](#) x

Dear Mam,

Greetings!

Thank you for Submitting article entitled "**Job Characteristics, Individual Characteristics, Affective Commitments and Employee Performance**" and it submitted to "[Research and Review: Human Resource and Labour Management](#)".

I have attach copyright form with this mail. Kindly send duly filled copyright form so we can proceed it further.

**Please find the attachment.**

Looking forward to positive response.

Feel free to revert in case of any query!

**With Regards,**

---

Satu lampiran • Dipindai dengan Gmail ⓘ



**dio caisar** <diocaisar09@gmail.com>

kepada Anam ▾



📧 18 Feb 2020, 16.08



---

Satu lampiran • Dipindai dengan Gmail ⓘ





Anam Parveen <anam.parveen@matjournals.com>

kepada saya ▾

18 Feb 2020, 16.20



🗨️ Inggris ▾ > Indonesia ▾ [Terjemahkan pesan](#)

[Nonaktifkan untuk: Inggris](#) ✕

Dear Author,

Thank you for sending duly filled copyright form, Now we starting process of your article.

---- On Tue, 18 Feb 2020 13:38:18 +0530 **dio caisar** <[diocaisar09@gmail.com](mailto:diocaisar09@gmail.com)> wrote ----



[Thank you for your response.](#)

[Ok, thank you.](#)

[Thanks a lot.](#)

 **Anam Parveen** <anam.parveen@matjournals.com>

Rab, 11 Mar 2020, 14.47 ☆ ↶ ⋮

kepada saya ▾

🗨 Inggris ▾ > Indonesia ▾ [Terjemahkan pesan](#)

[Nonaktifkan untuk: Inggris](#) x

**Dear Author,**

**Greeting from MAT Journals!**

This mail is with reference to your manuscripts "**Job Characteristics, Individual Characteristics, Affective Commitments and Employee Performance**"

**Please check the comments in references of article and provide needful details.**

If we do not receive approval from your side then we are going to publish the paper in the present state only. Please find the attached Manuscript.

**With Regards,**

Anam Parveen

Associate Editor (Publication)

**Address for Correspondence**

***MAT Journals***

Office No-301, Second Floor,

Plot No:CS-4 Gyan Khand-2



Satu lampiran • Dipindai dengan Gmail ⓘ



**dio caisar** <diocaisar09@gmail.com>

Rab, 11 Mar 2020, 16.30 ☆ ↶ ⋮

kepada Anam ▾

Thanks a lot.



Satu lampiran • Dipindai dengan Gmail ⓘ





Anam Parveen <anam.parveen@matjournals.com>

Rab, 1 Apr 2020, 13.53



kepada saya ▾

🌐 Inggris ▾ > Indonesia ▾ [Terjemahkan pesan](#)

[Nonaktifkan untuk: Inggris](#) x

**Dear Author,**

Greetings from **MAT Journals**...!!

We feel pleased to inform you that your submitted article entitled "**Job Characteristics, Individual Characteristics, Affective Commitments and Employee Performance**" have been published in "**Research and Review: Human Resource and Labour Management**" in Volume 1, Issue 1.

If you wish to submit more manuscript kindly submit, we will be highly thankful to you. We would also request you to please ask your colleagues, students and peers to contribute articles in any of our Journals. We are still accepting manuscript for upcoming issue.

Kindly find attached Publication certificates for the authors

*Thanks for publishing with us!!*

**With Regards,**

Anam Parveen

Associate Editor (Publication)

[Address for Correspondence](#)



**Dio Cessar** <diocaisar09@gmail.com>

Rab, 1 Apr 2020, 13.59



kepada Anam ▾

Thanks for youre attetintion 🙏

[Dikirim dari Yahoo Mail untuk iPhone](#)



**Anam Parveen** <anam.parveen@matjournals.com>

Rab, 1 Apr 2020, 14.09



kepada saya ▾

🇬🇧 Inggris ▾ > Indonesia ▾ [Terjemahkan pesan](#)

[Nonaktifkan untuk: Inggris](#) ✕

Dear Author,

Greetings!

Its our pleasure. If you would lie to submit more articles, you can directly submit on this mail id.

Feel free to revert in case of any query!

---- On Wed, 01 Apr 2020 11:29:30 +0530 Dio Cessar <[diocaisar09@gmail.com](mailto:diocaisar09@gmail.com)> wrote ----




[ONLINE SUBMISSION](#)

OR

 mail your articles at  
[anam@matjournals.in](mailto:anam@matjournals.in)

## Research and Review: Human Resource and Labour Management

[Editorial Team](#)
[Current](#)
[Archives 1 \(Till 2021\)](#)
[Archives 2 \(2022 Onwards\)](#)
[Author Guidelines](#)
[Editor Guidelines](#)
[Login](#)
[Register](#)

**RRHRLM** is a peer reviewed Biannual Journal which publishes articles that provide new insights aimed at stimulating future theory development and empirical research. This Journal welcomes Researchers, Academicians, Scholars and Professionals in the field of Human Resource and Labour Management to publish good quality work. The areas appropriate for RRHRLM include Industrial Relations, Strategic Human Resource Management, Labour Law and Labour Market Studies, Values and Conflicts in Organizations, Organizational Behaviour and Evaluating Human Resources, Management Theory and Practice and Developing Organizational Capabilities, Management of Change, HRM, MNCs and Grievance Handling, Human Resources Planning.

### Journal Particulars

<b>Title</b>	Research and Review: Human Resource and Labour Management
<b>Frequency</b>	Biannual (June, December)
<b>Publisher</b>	MAT Journals Pvt. Ltd.
<b>Chief Editor</b>	Archita Chatterjee
<b>Copyright</b>	© MAT Journals Pvt. Ltd.
<b>Starting year</b>	2020
<b>Subject</b>	Management
<b>Language</b>	English
<b>Publication format</b>	Online + Print
<b>Email Id</b>	info@matjournals.com
<b>Mobile No.</b>	8506060024, 9911977892
<b>Readership</b>	Human Resource Managers, Training Assistant, Performance and Talent Managers, Labour Managers
<b>Website</b>	<a href="https://matjournals.com/Research-and-Review-Human-Resource-and-Labour-Management.html">https://matjournals.com/Research-and-Review-Human-Resource-and-Labour-Management.html</a>
<b>Indexed in</b>	Google Scholar, Crossref, Figshare, Zenodo, DOI

Celebrating our 10th anniversary! Send us your birthday greeting here. 🎂

March 20, 2020

Journal article

Restricted Access

# Job Characteristics, Individual Characteristics, Affective Commitments and Employee Performance

Dio Caisar Darma; Purwadi Purwadi; Inda Sundari; Yundi Permadi Hakim; Tommy Pusriadi

Human resources in organizations are crucial aspects that determine the effectiveness of an organization. Improving the quality of human resources is one of the factors for an organization to achieve its objectives. The purpose of the study was to describe the effect of Job Characteristics and Individual Characteristics on the Affective Commitment and Employee Performance in the Environmental Agency (Samarinda City). This study uses Partial Least Square (PLS) analysis with the Smart PLS program to examine the effect of all independent variables on the dependent variable. Also, research is based on the saturated sample (census) techniques. The results showed that the Job Characteristics variable had a positive and significant effect on Affective Commitment but did not significantly influence Employee Performance. Individual Characteristics has no significant negative effect on Affective Commitment but a significant negative effect on Performance and Affective Commitment has a positive and significant effect on Employee Performance.

Files



Restricted Access

182

views

1

downloads

[See more details...](#)

## Publication date:

March 20, 2020

## DOI:

DOI [10.5281/zenodo.3719117](https://doi.org/10.5281/zenodo.3719117)

## Keyword(s):

Affective commitments, employee performance, job characteristics, individual characteristics

## Subject(s):

Management

## Published in:

Research and Review: Human Resource and Labour Management: 1 pp. 7-18 (1).

## Communities:

[MAT JOURNALS](#)