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17 Feb 2020, 13.59

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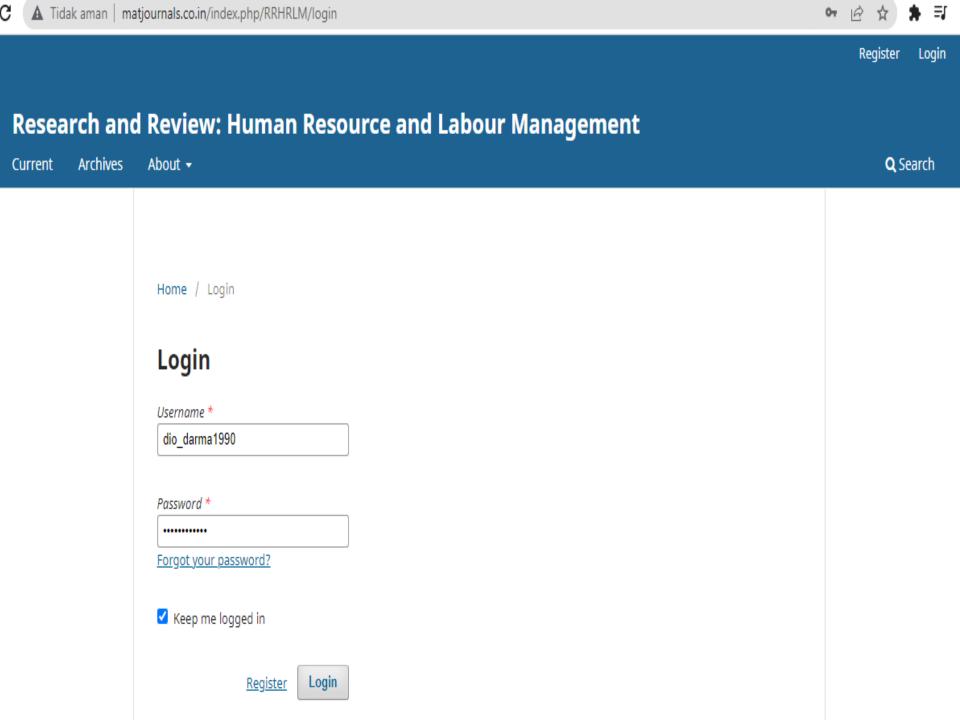
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18 Feb 2020, 13.56

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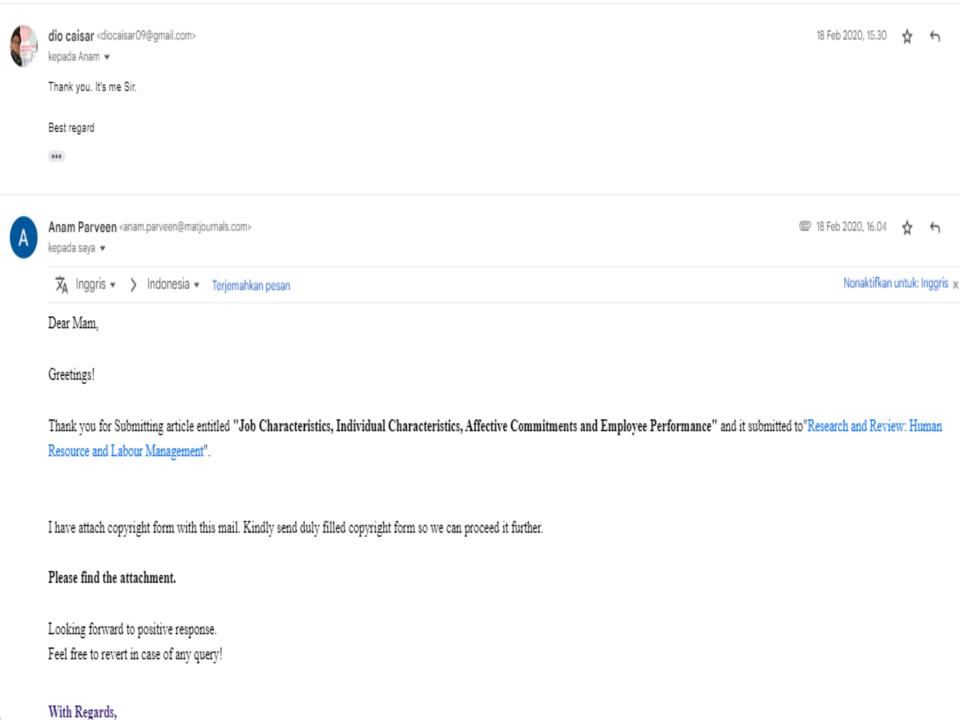
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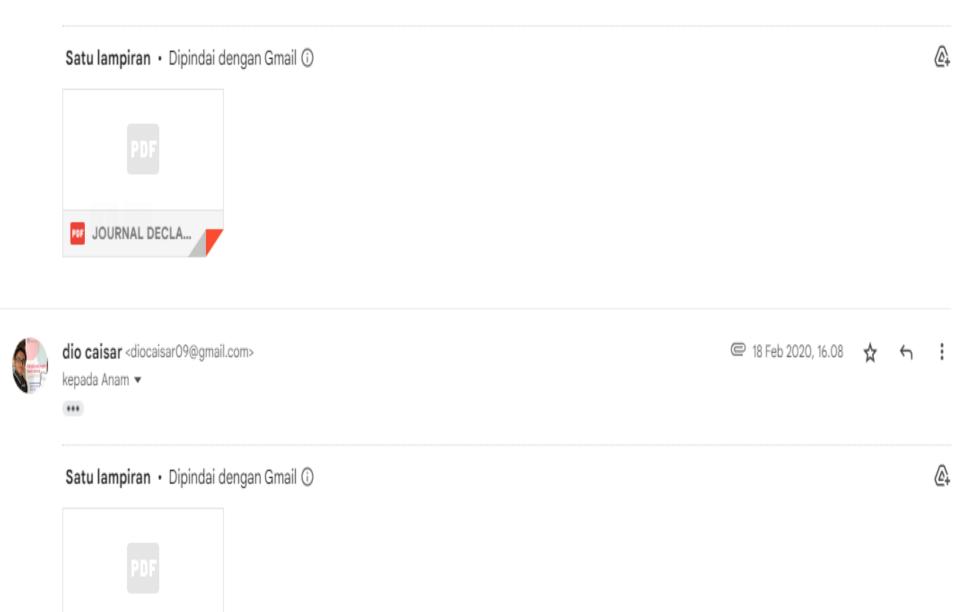
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Greeting from MAT Journals!

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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.

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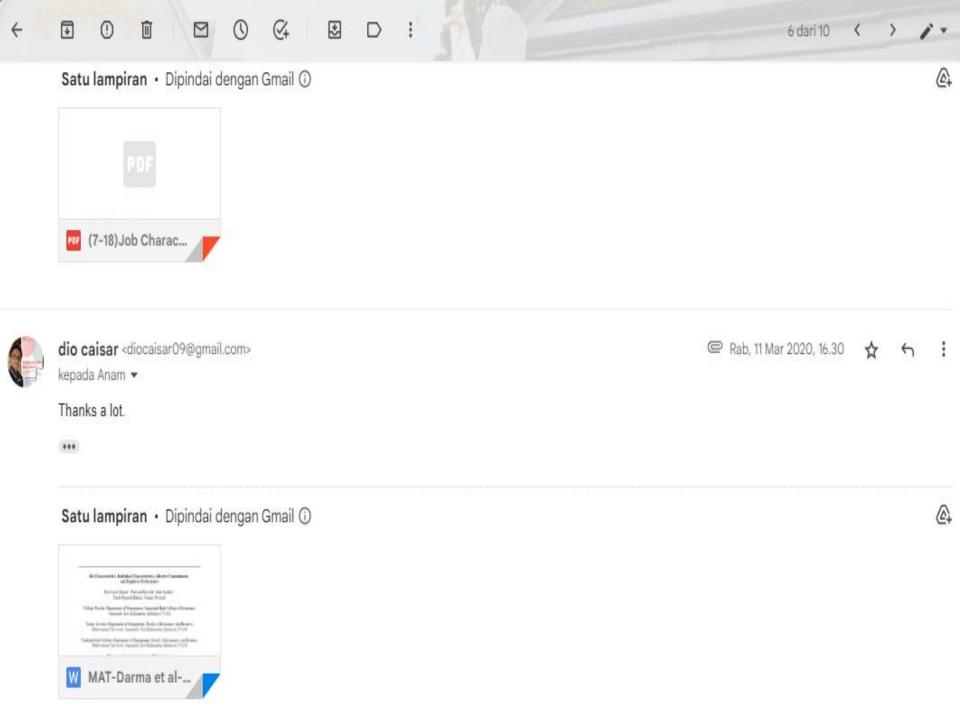
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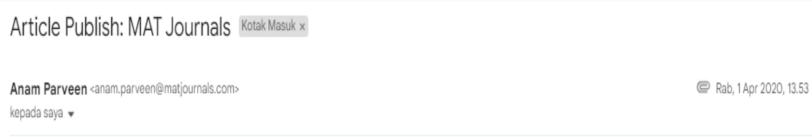
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Dear Author,

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.

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Research and Review: Human Resource and Labour Management

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March 20, 2020

Journal article

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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.



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