

# INTERNATIONAL UNIVERSITY LIAISON INDONESIA

## Assignment Letter/Surat Tugas

**No.** : ASL/IBA/0789/IULI/II/2022 **Date/Rev.** : 14 February 2022/ 00  
**From /Dari** : Head of Department of International Business **Page** : 1 of 1  
Administration / *Kepala Program Studi* **Doc Type** : Main Document  
**To / Kepada** *Administrasi Bisnis Internasional*  
: *Name Below / Nama dibawah ini*

## Duty Assignment / Tugas melaksanakan kegiatan

|  |  |
|--|--|
| <p style="text-align: center;"><b>Assignment At</b></p> <p style="text-align: center;"><b>INTERNATIONAL UNIVERSITY LIAISON INDONESIA</b></p> <p>Head of Department of IBA of International University Liaison Indonesia</p> <p><b>In consideration of:</b></p> <p>His appointment as the Head of Department of IBA of International University Liaison Indonesia under agreement Nomor SK/REC/0671/IULI/XI/2021</p> <p>Herewith gives the task to:</p> <p>Name: <b>Dr. Samuel PD Anantadjaya</b><br/>Position: <b>Lecturer</b></p> <p>To provide the following activity:</p> | <p style="text-align: center;"><b>Penugasan di</b></p> <p style="text-align: center;"><b>UNIVERSITAS LINTAS INTERNASIONAL INDONESIA</b></p> <p><i>Kepala Program Studi IBA Universitas Lintas Internasional Indonesia</i></p> <p><b>Mengingat:</b></p> <p><i>Pengangkatannya sebagai Kepala Program Studi IBA Universitas Lintas Internasional Indonesia dibawah perjanjian Nomor SK/REC/0671/IULI/XI/2021</i></p> <p><i>Dengan ini menugaskan kepada:</i></p> <p>Nama: <b>Dr. Samuel PD Anantadjaya</b><br/>Jabatan: <b>Dosen</b></p> <p><i>Untuk mengikuti kegiatan:</i></p> |
|--|--|

| No               | Task/Tugas       | Article/Artikel   | SKS      | Period/Periode                | Journal/Jurnal  |
|------------------|------------------|---|----------|-------------------------------|---|
| 1.               | Article Reviewer | Manuscript ID D-21-08010 entitled "Effect of Human Resources Management Practices on Employees' Commitment" | 1        | 9 February – 23 February 2022 | Invited by: Piyawan Charoensap-Kelly, Ph.D, Associate Editor - Social Sciences<br>Heliyon: Scopus based journal Q1<br>ISSN # 2405-8440 (online) |
| <b>Total SKS</b> |                  |   | <b>1</b> |                               |   |

\* 1 SKS activity = 50 hour/ 1SKS Kegiatan = 50 Jam

Contoh/ Example:

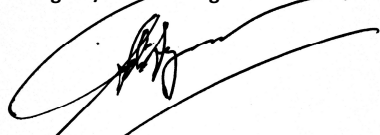
If the fasilitator full for 3 day activity, the calculation of SKS is 3 day x 8 hour= 24 hour, plus preparation ± 12 hour, then the workload is  $\{[(3 \text{ day} \times 8 \text{ hour}) + (12 \text{ hour})] / 50 \text{ hour}\} * 1 \text{ SKS} = 0.72 \text{ SKS}$

*Jika fasilitator penuh untuk satu kegiatan selama 3 hari, maka perhitungannya menjadi 3 hari x 8jam, ditambah dengan persiapan ± 12jam maka beban kerja menjadi  $\{[(3 \text{ hari} * 8 \text{ jam}) + (12 \text{ hari})] / 50 \text{ jam}\} * 1 \text{ SKS} = 0.72 \text{ SKS}$*

The assignee shall accomplish the duty and responsible in line with the related guidelines and other regulation valid in IULI.

*Penerima tugas harus menyelesaikan tugas dan tanggung jawab sesuai dengan petunjuk dan peraturan yang berlaku di IULI.*

**Assignor/Pemberi Tugas:**



**Ida Bagus Putu Aditya, ST., MM.**  
Kepala Program Studi IBA / Head of Department of IBA  
of International University Liaison Indonesia

**Journal's Signature & Chop/Tanda tangan & Stempel Jurnal:**



S A M &lt;ethan.eryn@gmail.com&gt;

## Invitation to review for Heliyon

1 message

**Heliyon** <em@editorialmanager.com>  
Reply-To: Heliyon <info@heliyon.com>  
To: Samuel PD Anantadjaya <ethan.eryn@gmail.com>

Tue, Feb 8, 2022 at 12:23 AM

EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEES' COMMITMENT  
Manuscript Number: HELIYON-D-21-08010

Dear Dr Anantadjaya,

Because of your substantial expertise, I kindly invite you to review the above-mentioned manuscript for publication in Heliyon. Heliyon is an open access journal that is part of the Cell Press family, that publishes scientifically accurate and valuable research across the entire spectrum of science and medicine. Once published, all articles will be immediately and permanently available for readers to read, download, and share.

Your acceptance of this invitation would constitute a major contribution to ensuring the continuing quality and success of the journal. We would greatly appreciate receiving your response to this invitation within 7 days.

### Abstract:

The aim of this paper is to analyse the effect of human resource management practices on employees' commitment: A study of Lagos state Internal Revenue Service. The study focused on performance appraisal, compensation management and training and development against the three-dimensional models of employees' commitment, namely: affective, continuance and normative commitment respectively. The research study made use of two theories which are the universalist theory and social exchange theory. The research design that was adopted for this paper was the survey research design and a well-structured questionnaire was used to compile appropriate information for this research. The stratified and simple random techniques were also used in this study. The total number of respondents were 400 employees and with the use of the Taro Yamen formula, a sample size of 200 respondents was gotten. One hundred and seventy-four (174) copies of questionnaire were filled correctly and returned.

The Statistical Package for Social Sciences (SPSS) was used to code the data, while the data was analysed using Structural Equation Model (SEM, SMART-PLS 3.0). The result indicated that the significance level was lower than 0.05% which caused for the alternate hypothesis to be accepted. The result pointed out that performance appraisal, compensation management and training and development all had significant influence on affective, continuance and normative commitment respectively. The study therefore recommends that organizations should ensure the effective and unbiased implementation of the selected human resource management practices to get employees to remain committed. However, organizations should adopt various practical measures that will lead to the effective workability of these practices.

Keywords: Human resource management practices; Employee commitment; Performance appraisal

Please click the following link to accept and view the manuscript. Please note that by agreeing to review this manuscript, you are declaring that you have no conflict of interest. At Heliyon we recognize the work done by reviewers on an annual basis, for example by issuing our most constructive reviewers with a selected number of APC discounts for publication.

<https://www.editorialmanager.com/heliyon/l.asp?i=2628928&l=EUQ2RWVY>

Please click the following link to decline the manuscript. We would very much appreciate if you could suggest an appropriate alternate reviewer. Please do keep diversity of gender, career stage and geography in mind as you make these suggestions.

<https://www.editorialmanager.com/heliyon/l.asp?i=2628929&l=DADJ5T8R>

If, for any reason, the above links do not work, please log in as a reviewer: <https://www.editorialmanager.com/heliyon/default.aspx>.

If you accept this invitation, I would be very grateful if you would return your review within 14 days of accepting this invitation. We understand that the global COVID-19 situation may well be causing disruption for you and your colleagues. If that is the case for you and you would need more time than usual to be able to complete this review, please let us know so we can agree on a time frame that works for you.

Please note that you should treat this invitation, the manuscript and your review as confidential. You must not share your review or information about the review process with anyone without the agreement of the editors and authors involved, even after publication. This also applies to other reviewers' comments to author which are shared with you after a decision (and vice

versa).

We look forward to receiving your response to this review request and thank you in advance for your contribution and time.

Kind regards,

Piyawan Charoensap-Kelly, Ph.D.

Associate Editor - Social Sciences

Heliyon

As a reviewer you are entitled to complimentary access to references, abstracts, and full-text articles on ScienceDirect and Scopus for 30 days. Full details on how to claim your access via <https://reviewerhub.elsevier.com> Reviewer Hub will be provided upon your acceptance of this invitation to review.

Please visit the Elsevier Reviewer Hub to manage all your refereeing activities for this and other Elsevier journals on Editorial Manager.

More information and support

FAQ: How do I respond to an invitation to review in Editorial Manager?

[https://service.elsevier.com/app/answers/detail/a\\_id/28524/supporthub/publishing/](https://service.elsevier.com/app/answers/detail/a_id/28524/supporthub/publishing/)

You will find guidance and support on reviewing, as well as information including details of how Elsevier recognizes reviewers, on <https://www.elsevier.com/reviewers> Elsevier's Reviewer Hub.

FAQ: [https://service.elsevier.com/app/answers/detail/a\\_id/28452/supporthub/publishing/](https://service.elsevier.com/app/answers/detail/a_id/28452/supporthub/publishing/) How can I reset a forgotten password?

For further assistance, please visit our <https://service.elsevier.com/app/home/supporthub/publishing/> customer service site. Here you can search for solutions on a range of topics, find answers to frequently asked questions, and learn more about Editorial Manager via interactive tutorials. You can also talk 24/7 to our customer support team by phone and 24/7 by live chat and email

---

In compliance with data protection regulations, you may request that we remove your personal registration details at any time. (Use the following URL: <https://www.editorialmanager.com/heliyon/login.asp?a=r>). Please contact the publication office if you have any questions.



S A M &lt;ethan.eryn@gmail.com&gt;

---

## Thank you for reviewing for Heliyon

1 message

---

**Heliyon** <em@editorialmanager.com>  
Reply-To: Heliyon <info@heliyon.com>  
To: Samuel PD Anantadjaya <ethan.eryn@gmail.com>

Fri, Feb 11, 2022 at 10:07 AM

Manuscript Number: HELIYON-D-21-08010

EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEES' COMMITMENT

Dear Dr Anantadjaya,

Thank you for reviewing the above referenced manuscript for Heliyon, an open access journal that is part of the Cell Press family. I greatly appreciate your contribution and time, which not only assisted me in reaching my decision, but also enables the author(s) to disseminate their work at the highest possible quality. Without the dedication of reviewers like you, it would be impossible to manage an efficient peer review process and maintain the high standards necessary for a successful journal.

I hope that you will consider Heliyon as a potential journal for your own submissions in the future.

Kind regards,

On Ching Lo  
Editorial Team Leader  
Heliyon

More information and support

You will find guidance and support on reviewing, as well as information including details of how Elsevier recognizes reviewers, on Elsevier's Reviewer Hub: <https://www.elsevier.com/reviewers>

FAQ: How can I reset a forgotten password?

[https://service.elsevier.com/app/answers/detail/a\\_id/28452/supporthub/publishing/](https://service.elsevier.com/app/answers/detail/a_id/28452/supporthub/publishing/)

For further assistance, please visit our customer service site: <https://service.elsevier.com/app/home/supporthub/publishing/>  
Here you can search for solutions on a range of topics, find answers to frequently asked questions, and learn more about Editorial Manager via interactive tutorials. You can also talk 24/7 to our customer support team by phone and 24/7 by live chat and email

---

In compliance with data protection regulations, you may request that we remove your personal registration details at any time. (Use the following URL: <https://www.editorialmanager.com/heliyon/login.asp?a=r>). Please contact the publication office if you have any questions.