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Dear authors,

I congratulate you on the paper "Organizational Culture And Organizational Communication On Employee Performance With Organizational Commitment As An Intervening Variable, A Case Study Of Hospitals Ibnu Sina", published in the "2nd African International Conference on Industrial Engineering and Operations Management (Inglês, Zimbábue, 2020)". Observing the relevance and contribution that the paper has in the field of study addressed, after analyzed by our editorial board, I invite you to publish it in the South Florida Journal of Development. Our journal (ISSN 2675-5459) is linked to the South Florida Publishing LLC, company based in Miami, United States of America, which can be accessed through the link: <https://southfloridapublishing.com/ojs/index.php/fjdev>.

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**Organizational Culture And Organizational Communication  
On Employee Performance With Organizational  
Commitment As An Intervening Variable, A Case Study Of  
Hospitals Ibnu Sina**

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**ABSTRACT**

The purpose of this research is based on the efforts of Ibnu Sina Regional Hospital as a reliable hospital by showing a good level of performance results. By paying attention to the level of existing human resources, it will make a big contribution in improving employee performance results, for 20 years working as a permanent employee. This research uses quantitative methods with data collection techniques using questionnaires, literature study and interviews, the data is processed using test instruments, statistics and classical assumptions. The results of research using the T-test show that: (1) organizational culture and organizational communication have a positive and insignificant direct effect on employee performance, (2) organizational culture and organizational communication have a positive and significant direct effect on organizational commitment, (3) organizational commitment has a direct and significant effect on organizational commitment, positive and significant towards employee performance, (4) The results of the study using path analysis (path analysis) organizational culture and organizational communication have a positive and significant indirect effect on employee performance mediated by organizational

