

Review Report

Paper ID:	SMR100605
Paper Title:	The effect of Interpersonal communication on employee performance through intrinsic and extrinsic motivation as intervening variables

• Evaluation (Please evaluate the manuscript by grade 1-5)

5=Excellent 4=Good 3=Average 2=Below Average 1=Poor

Items	Grade
Contribution to existing knowledge	<p>4</p> <p>(The manuscript explores the impact of interpersonal communication and motivation (both intrinsic and extrinsic) on employee performance. This adds value to the understanding of factors influencing employee performance, particularly within the context of PT. SALSBP. While the study focuses on specific variables, it contributes to the broader knowledge on employee motivation and communication's role.)</p>
Organization and readability	<p>3</p> <p>(The manuscript is relatively organized, with distinct sections covering various aspects of the research. However, there are some instances where the flow of ideas could be smoother. The clarity of expression and transitions between sections could be improved to enhance overall readability.)</p>
Soundness of methodology	<p>4</p> <p>(The research employs a quantitative approach with path analysis using SEM Smart PLS-3 for data analysis. The selection of the purposive sampling method and the Slovin formula for determining the sample size is well-justified. However, further details on the research instrument, data collection process, and potential limitations could enhance the methodological robustness.)</p>
Evidence supports conclusion	<p>4</p> <p>(The manuscript presents a comprehensive discussion of the findings, supporting the conclusions drawn. The results align with the hypotheses, demonstrating the significant influence of interpersonal communication, intrinsic motivation, and extrinsic motivation on employee performance. The use of statistical analysis adds credibility to the conclusions.)</p>
Adequacy of literature review	<p>3</p> <p>(The literature review provides relevant background information on concepts such as Human Resource</p>

Management, intrinsic and extrinsic motivation, interpersonal communication, and employee performance. However, the review could be enhanced by incorporating more recent references and a broader range of perspectives, enriching the context and framing of the study.)

 **Comments & Suggestions to Author/s**

- Citation Consistency: Ensure consistent citation formatting throughout the article.
- Proofreading: Review the document for grammatical errors, typos, and inconsistencies in language usage.
- Discussion Depth: Enhance the discussion section by addressing the "why" and "how" behind your findings. Engage in critical analysis and relate your results back to the theoretical framework and existing literature.
- Theoretical Framework: Explicitly present the theoretical framework guiding your study and discuss how it informed your research design and analysis.
- Recommendations for Future Research: Conclude the article by suggesting potential areas for future research based on the limitations and gaps identified in your study