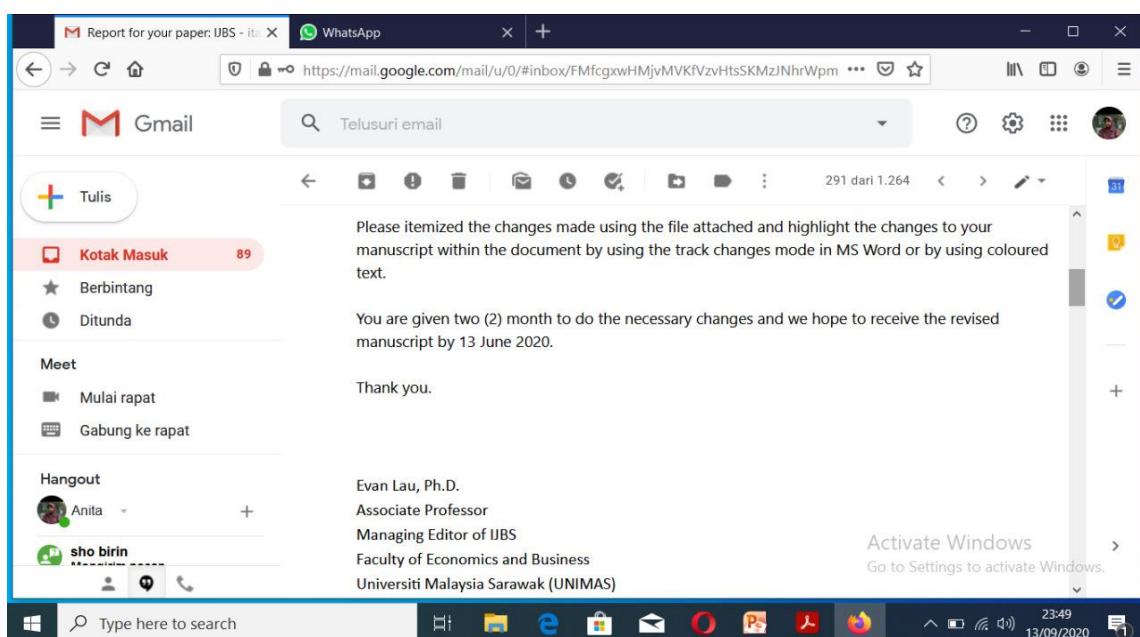
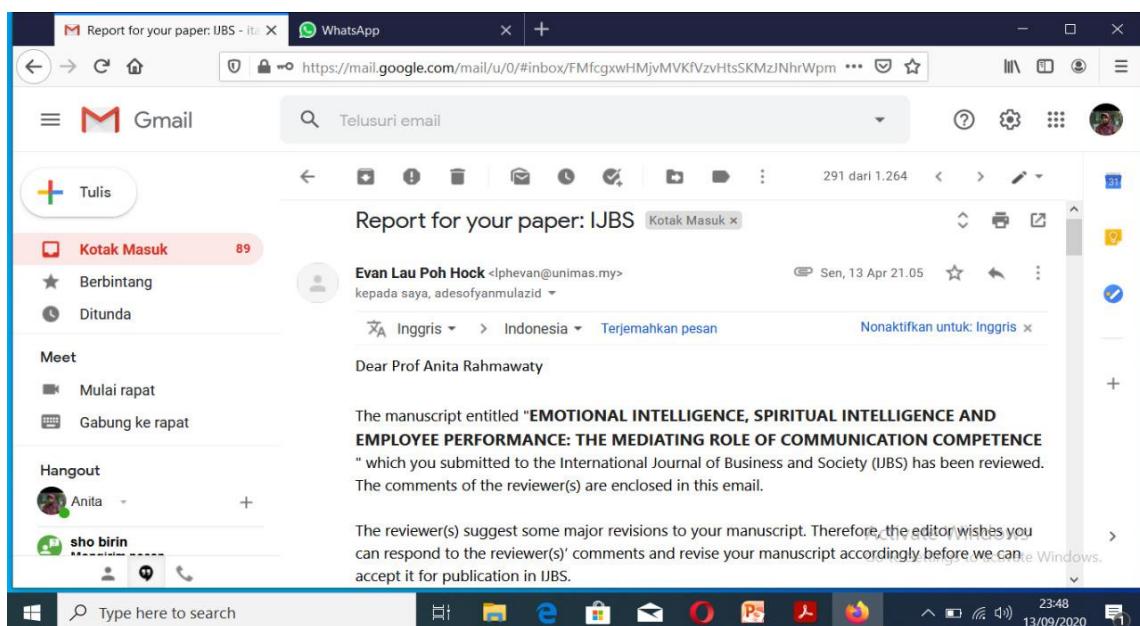


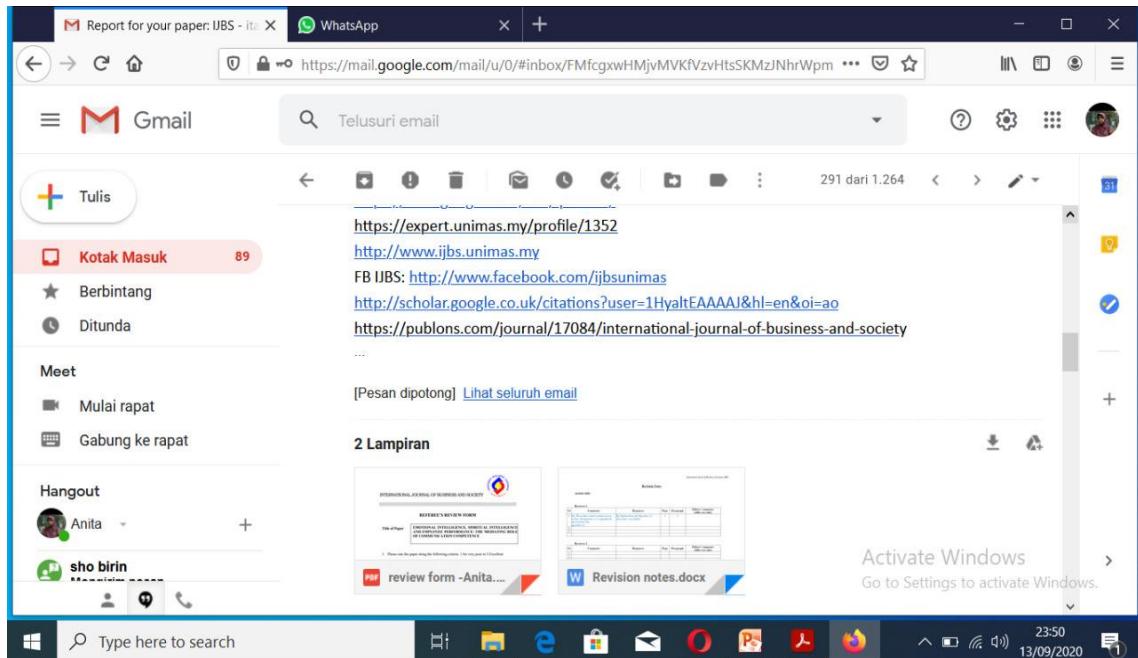
BUKTI KORESPONDENSI

Nama Jurnal : International Journal of Business and Society (IJBS)
Artikel : [International Journal of Business and Society, Vol. 22, No. 2, 2021, p. 734-752, ISSN: 1511-6670 \(SCOPUS Q3, SJR = 0.24\)](#)
Penulis : Anita Rahmawaty, Wahibur Rokhman, Anton Bawono, Nafis Irkhami
Publisher : Universiti Malaysia Sarawak (UNIMAS)

1. Tahap Review Artikel

Artikel direview oleh reviewer. Hasil review dikirim pada tanggal 13 April 2020 dan editor meminta penulis untuk merevisi artikel maximal dikirim pada 13 Juni 2020, sebagai berikut:





Dear Prof Anita Rahmawaty

The manuscript entitled "**EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE AND EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF COMMUNICATION COMPETENCE**

" which you submitted to the International Journal of Business and Society (IJBS) has been reviewed. The comments of the reviewer(s) are enclosed in this email.

The reviewer(s) suggest some major revisions to your manuscript. Therefore, the editor wishes you can respond to the reviewer(s)' comments and revise your manuscript accordingly before we can accept it for publication in IJBS.

Please itemized the changes made using the file attached and highlight the changes to your manuscript within the document by using the track changes mode in MS Word or by using coloured text.

You are given two (2) month to do the necessary changes and we hope to receive the revised manuscript by 13 June 2020.

Thank you.

Evan Lau, Ph.D.
Associate Professor
Managing Editor of IJBS
Faculty of Economics and Business
Universiti Malaysia Sarawak (UNIMAS)
94300 Kota Samarahan Sarawak.

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 FAX: +6082583999
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Comments from the Editors and Reviewers:



INTERNATIONAL JOURNAL OF BUSINESS AND SOCIETY

REFEREE'S REVIEW FORM

Title of Paper

**EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE
AND EMPLOYEE PERFORMANCE: THE MEDIATING ROLE
OF COMMUNICATION COMPETENCE**

1. Please rate the paper along the following criteria. 1 for very poor to 5 Excellent

No	Criteria	1	2	3	4	5	N/A
1	Appropriateness of Title and Abstract		✓				
2	Relevance to Business and Society		✓				
3	Structure of the work		✓				
4	Appropriateness of research method	✓					
5	Elaboration of prior knowledge/research	✓					
6	Discussion and Conclusions	✓					
7	Content is scientifically accurate	✓					
8	Contribution to Body of Knowledge	✓					
9	Implication for Society, Industry, or Policy Maker	✓					
10	Reference list, Adequate, and Correctly Cited			✓			
11	Reference list, cited good and reputable journals			✓			

2. Please tick only one of the following and provide comments/reasons below as requested.

- a) The work is publishable in its present form. _____
- b) The work is publishable with minor changes suggested below. _____
- c) The work is publishable with major changes suggested below. ____✓____
- d) The work is not publishable in its present form. _____

3. Please provide detailed comments/reasons below.
1. Reorganized the last three paragraph which contain the objectives, motivation and some relevant literature. Authors could start with objective after the motivation from the literature. Then the authors could put the significant of the present study which contain what different the current one with the previous literature. This would be the novelty of the study.
 2. Why looking into Islamic Microfinance is an important issue to discover?
 3. The author could minimize the literature in the introduction and move them into the literature section.
 4. A brief background of the Islamic microfinance would be of interest for the reader.
 5. Figure 1 - put the hypothesis to be tested into the figure.
 6. How about the Cronbach alpha and the AVE results for all the items.
 7. Figure 2 – put back all 0. for the value reported
 8. What is e1 and e2.
 9. The mediating relationship would be the highlight of the paper. Do provide extra emphasis on that.
 10. What can the Islamic Microfinance learn from this research? What would be the future of the research in this area?

Revision Notes

Article title:

Reviewer 1

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1	Eg. The authors need to explain more on how the equation (2) is specifically derived from the equation (1).	Eg. Explanations for Equation (2) derivation were added.	3	2	
2					
3					

Reviewer 2

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1					
2					
3					

2. Tahap Pengiriman Revisi Artikel

Setelah memperbaiki catatan-catatan reviewer, penulis mengirim revisi artikel pada tanggal 13 Juni 2020, sebagai berikut:

The screenshot shows a Gmail inbox with one new message. The message is from 'Anita Rahmawaty <itarahma1275@gmail.com>' with the subject 'Revision my paper IJBS'. The message body contains a revised document and a note asking for permission to add additional authors. The Windows taskbar at the bottom shows various pinned icons.

Revision my paper IJBS

Anita Rahmawaty <itarahma1275@gmail.com>
kepada Evan · 13 Jun 2020 12.17

Dear Evan Lau, Ph.D
Associate Professor
Managing Editor of IJBS

Please kindly find attached the revised document and revision note. We have revised based on comments and suggestions from the reviewer and itemized it in the notes.
I would also like to ask your permission to add additional authors. In the early submission we did not include the other author. The committee of workshop in Yogyakarta recommended us to put other authors with similar research interest. I hope this is OK for you.
Thank you for your consideration. I am looking forward to hearing from you about the final decision.

Best regards,
Anita Rahmawaty

The screenshot shows a Gmail inbox with one sent message. The message is to 'Anita Rahmawaty' with the subject 'in:sent'. The message body is identical to the incoming email, requesting permission to add authors. The Windows taskbar at the bottom shows various pinned icons.

in:sent

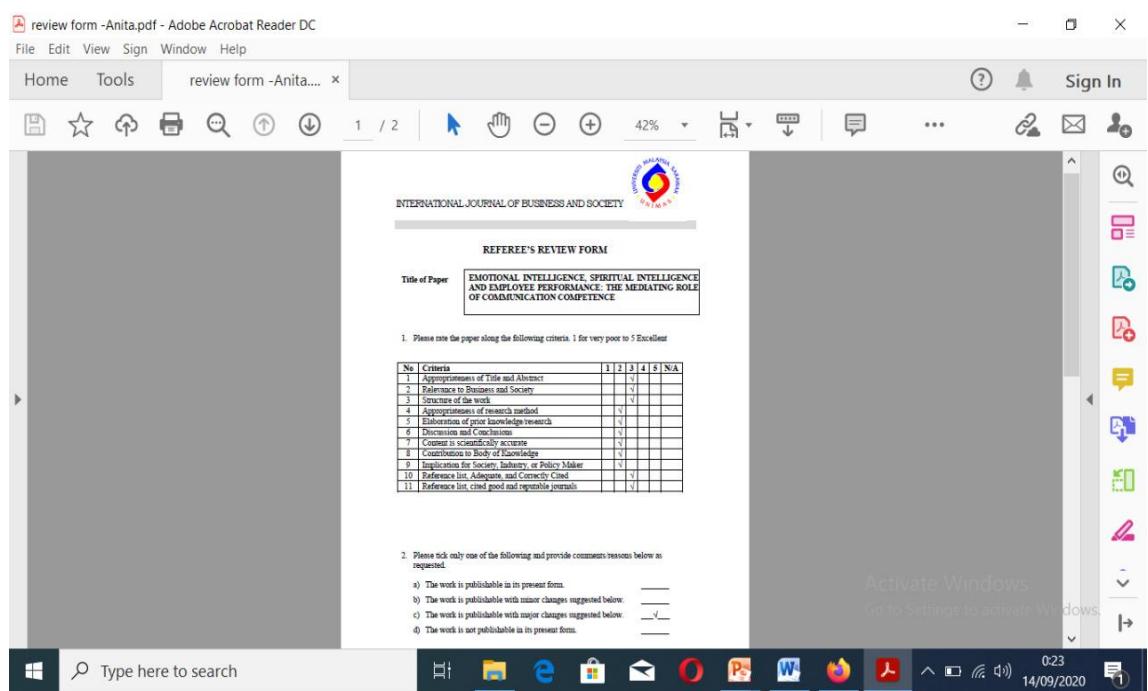
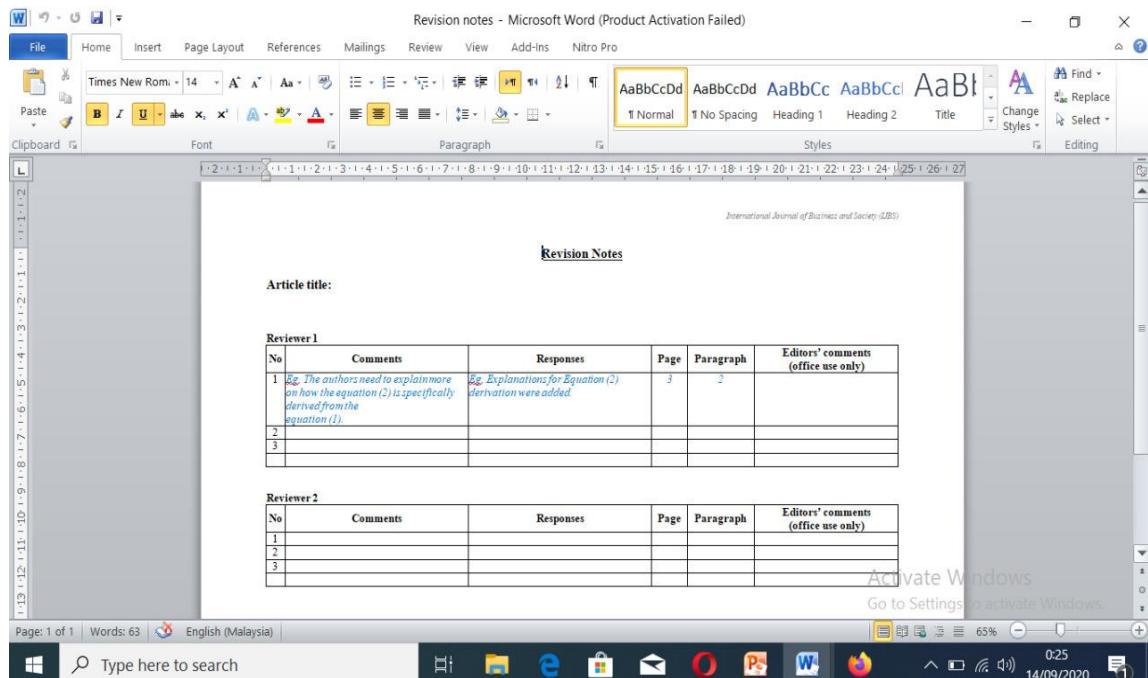
Anita Rahmawaty · 13 Jun 2020 12.17

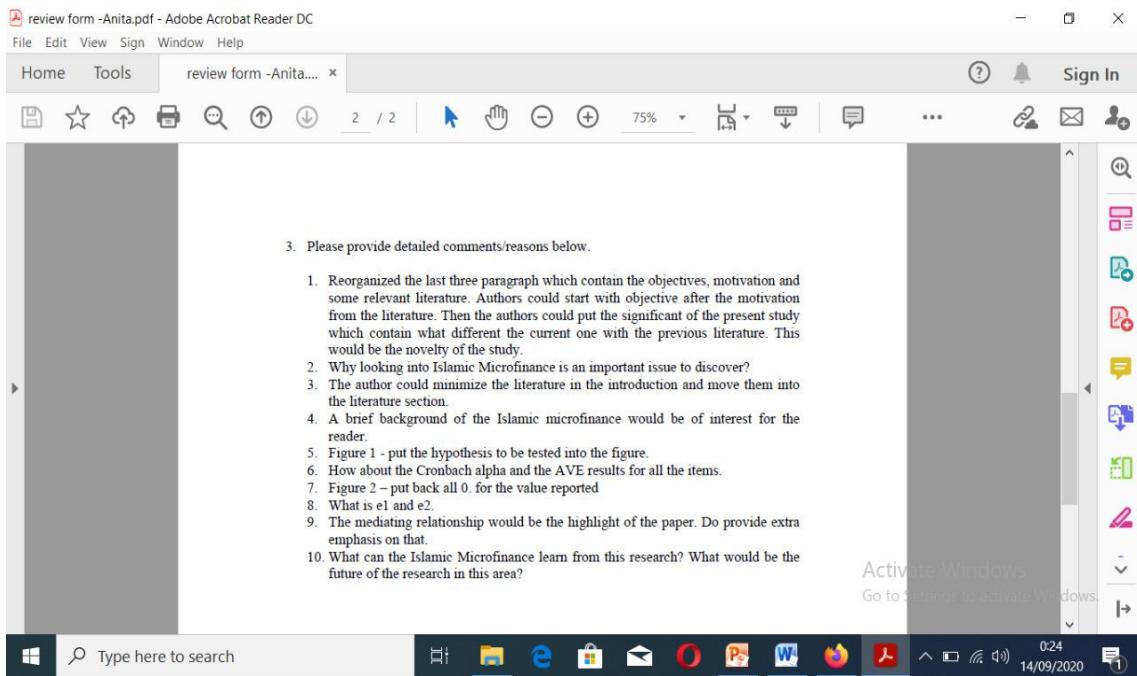
Please kindly find attached the revised document and revision note. We have revised based on comments and suggestions from the reviewer and itemized it in the notes.
I would also like to ask your permission to add additional authors. In the early submission we did not include the other author. The committee of workshop in Yogyakarta recommended us to put other authors with similar research interest. I hope this is OK for you.
Thank you for your consideration. I am looking forward to hearing from you about the final decision.

Best regards,
Anita Rahmawaty

2 Lampiran

Revision notes_Ani...
Anita Rahmawaty...





Anita Rahmawaty-EMOTIONAL INTELLIGENCE-revised-130620 - Microsoft Word (Product Activation Failed)

ABSTRACT

The purpose of this study is to analyze the influence of emotional intelligence and spiritual intelligence on employee performance. The sample are selected from employees ($n=100$) of Islamic Microfinance Institutions in Indonesia. The results of this study indicate that emotional intelligence and spiritual intelligence have positive and significant influence on communication competence as employee performance, and communication competence has positive influence on employee performance. Therefore, it is recommended that Islamic Microfinance practitioners should improve employee performance through emotional intelligence, spiritual intelligence, and communication competence.

Keywords: emotional intelligence, spiritual intelligence, communication competence, employee performance

INTRODUCTION

The Indonesian definition of microfinance institutions is institutions of the formal financial system that provide banking services to the poor, especially to those who service to the lower segments of the population (Selvi & Apriyadi, 2011), while according to the Indonesian Finance Author (Oesara Jan Keugoe, 2003).

¹ Corresponding Author: Faculty of Islamic Economics and Business, State Institute for Islamic Studies of Kudus, Indonesia. Phone: 0813 2565 5230. E-mail: remali15@gmail.com

RESULTS

Microfinance institutions are financial institution established specifically to provide business development services and community empowerment through loans and savings, and also to provide other financial services such as insurance, investment, and business development consultation which are not solely for profit, both under conventional and Sharia principles (OESRA, 2020). In 2011, only 3.39% of global MFI market value was in Indonesia, while the rest was in India, Bangladesh, and Pakistan (Anastasio & Qian, 2017).

Microfinance institutions play an important role in accelerating the establishment of Islamic financial institutions in Indonesia. The microfinance institutions in Indonesia is the most demanded in the world with three categories: banking, non-banking, and non-bank. The demand for microfinance institutions in Indonesia is increasing due to the fact that microfinance institutions have a high opportunity to grow (Anastasio & Qian, 2017). Therefore, this study aims to analyze the influence of emotional intelligence and spiritual intelligence on employee performance from the human resource point of view.

Human resources are considered as the backbone and development of organizations. The success of an organization is not only influenced by achieving productivity, but also employee performance in the process of achieving that productivity. Employee performance is influenced by various factors within the organization and reaching productivity (Bapujiati, 2013). Therefore, every organization strives to improve its employee performance in reaching the organizational goals. Despite the importance of employee performance, there is still a lack of research that can be addressed by management; therefore, management need to understand the factor that influences employee performance.

One of the factors that influence employee performance is **intelligence**, ability, which is represented by the capability to master knowledge, manage oneself, as well as others, and act according to the situation (Diponegoro, 2010). Intelligence is a gift that people in an organization do not an easy task. This is because people who are needed in an organization are not only those with higher education or those have high merit. These people are also those who have the ability to manage themselves and others in an organization, such as the capability to manage oneself, have initiative, be optimistic, manage time and emotion, and think in a timely manner, among others. According to Goleman (1998), emotional intelligence is one of the determinants of life success. Abilities such as being able to manage emotions, self-motivation, social skills, and the ability to handle stress and pressure, to regulate one's mood and change the distress from managing the ability to think, to empathize and to hope. All of the above 20% is determined by one's IQ, while the remaining 80% is determined by one's emotional intelligence. Therefore, emotional intelligence has a positive and significant influence on employee's performance (Goleman, 1998).

Another type of intelligence that managers require is **spiritual intelligence**. Spiritual intelligence is the ability to integrate two other capabilities, namely emotional intelligence and cognitive intelligence. Spiritual intelligence is the ability to make a person work better. Zohar and Marshall (2000) discovered that spiritual intelligence can make a human become a complete being intellectually, emotionally, and spiritually. So, spiritual intelligence is not only possessed by people with high IQ, but the person who is not only prove by possessing a high IQ, but the person should also have spiritual intelligence.

Activate Windows
Go to Settings to activate Windows.

024 14/09/2020

Revision notes_Anita Rahmawaty-130620 - Microsoft Word (Product Activation Failed)

Article title:
EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE AND EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF COMMUNICATION COMPETENCE

Reviewer 1

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
1	Reorganized the last three paragraph which contain the objectives, motivation and some relevant literature. Authors could start with objective after the motivation from the literature. Then the authors can put the significant of the previous study which contain what different the current one with the previous literature. This would be the novelty of the study.	Reorganized			
2	Why looking into Islamic Microfinance is an important issue to discover?	The background to study Microfinance is added	1	2	
3	The author could minimize the literature in the introduction and move them into the literature section.	Moved some of the literature from the introduction to the literature section	4	6	
4	A brief background of the Islamic microfinance would be of interest for the reader.	A brief background of the Islamic microfinance in Indonesia is added	1	1	
5	Figure 1- put the hypothesis to be tested/hypothesis is added into the framework	The hypothesis to be tested/hypothesis is added into the framework	5		

Page: 1 of 2 | Words: 305 | English (Malaysia) | Type here to search | Activate Windows | Go to Settings to activate Windows. | 0:17 | 14/09/2020 |

Revision notes_Anita Rahmawaty-130620 - Microsoft Word (Product Activation Failed)

Reviewer 2

No	Comments	Responses	Page	Paragraph	Editors' comments (office use only)
6	How about the Cronbach alpha and the RVE results for all the items?	Added			
7	Figure 2- put back all 0. for the value reported	All 0. Are put back into the reported values	10		
8	What is e1 and e2?	Residuals			
9	The mediating relationship would be the highlight of the paper. Do provide extra emphasis on this.	Added			
10	What can the Islamic Microfinance learn from this research? What would be the future of the research in this area?	The lesson that can be learnt by microfinance and the suggestions for future research is added	15	2	

Page: 2 of 2 | Words: 305 | English (Malaysia) | Type here to search | Activate Windows | Go to Settings to activate Windows. | 0:17 | 14/09/2020 |

3. Tahap Penerimaan Hasil Revisi Artikel

Setelah mengirim revisi artikel, penulis mendapatkan balasan hasil revisi artikel pada tanggal 7 September 2020, sebagai berikut:

The screenshot shows a Gmail inbox with one unread email from 'Evan Lau Poh Hock'. The email subject is 'Re: Revision my paper IJBS - itaraha'. The message body contains the following text:

Thanks Prof Anita.

We shall include your paper in the next forthcoming issue of IJBS. We shall send the official letter soon

Regards

Below the message, there is contact information for 'Evan Lau, Ph.D.':

Evan Lau, Ph.D.
Associate Professor
Managing Editor of IJBS
Faculty of Economics and Business
Universiti Malaysia Sarawak (UNIMAS)

The Windows taskbar at the bottom shows various pinned icons including File Explorer, Edge, and File History.

The screenshot shows a Gmail inbox with one unread email from 'Anita Rahmawaty <itarahma1275@gmail.com>'. The message body contains the following text:

Dear Evan Lau, Ph.D
Associate Professor
Managing Editor of IJBS

Thank you very much...

Best regards,
Anita Rahmawaty

The Windows taskbar at the bottom shows various pinned icons including File Explorer, Edge, and File History.

4. Artikel dinyatakan Accepted

Artikel dinyatakan Accepted pada tanggal 10 Mei 2021 dan akan dipublikasikan di IJBS pada Vol. 22 No. 2, 2021.

The screenshot shows a Gmail inbox with the subject "Vol 22 No 2 2021" in the folder bar. A message from "Evan Lau Poh Hock <lphevan@unimas.my>" dated "10 Mei 2021 22.06" is selected. The message content is:

Dear Dr Anita

Congratulation! Your paper been accepted for publication for International Journal of Business and Society (IJBS) for Vol 22 No 2 2021.

Few things need to be done.

1. Do send back the declaration form where you scan and email me back. Go to Settings to activate Windows.
2. Do send us back the formatted final paper in accordance to IJBS format. Do send us **only** the word file.

The Windows taskbar at the bottom shows the date as 27/06/2021 and the time as 9:37.

The screenshot shows a Gmail inbox with the subject "Vol 22 No 2 2021" in the folder bar. A message from "Evan Lau Poh Hock <lphevan@unimas.my>" dated "10 Mei 2021 22.06" is selected. The message content is:

Few things need to be done.

1. Do send back the declaration form where you scan and email me back.
2. Do send us back the formatted final paper in accordance to IJBS format. Do send us **only** the word file.
3. Send us the proof of payment

Return to me all of above by **May 20 2021**. We shall proceed without your paper after this deadline.

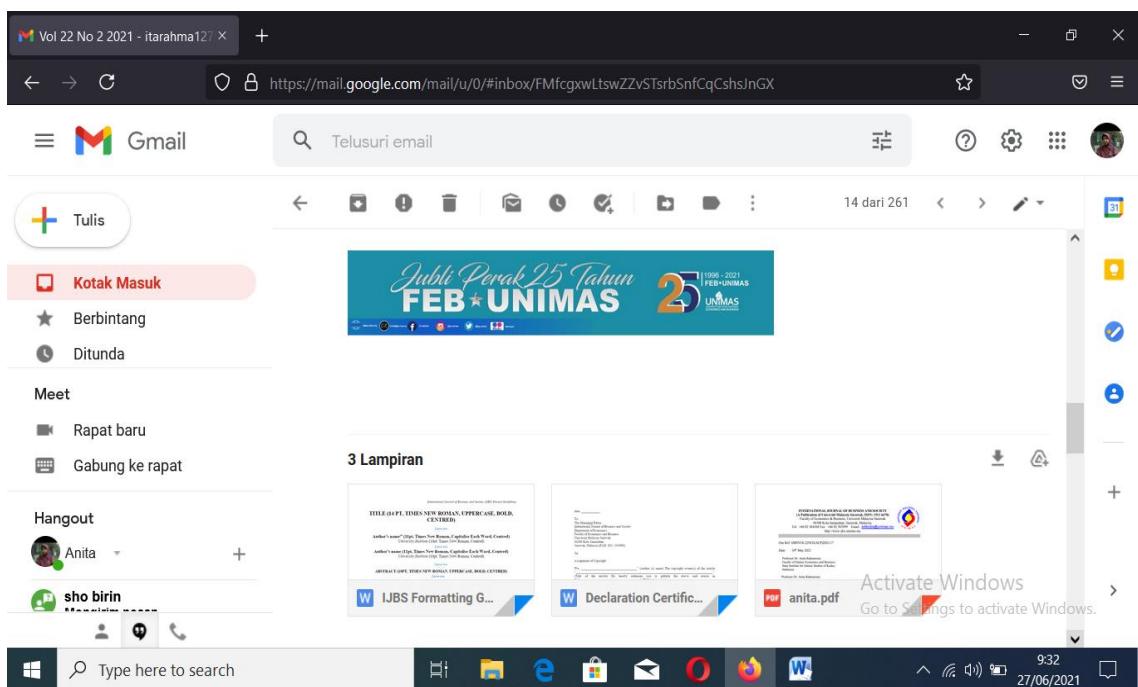
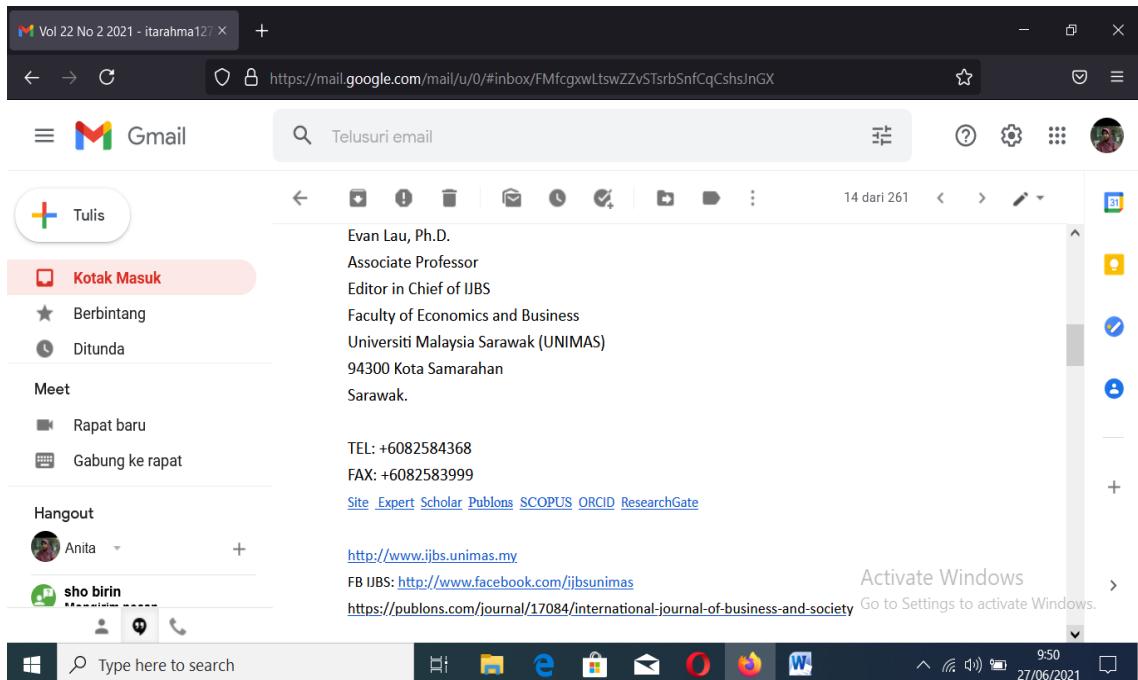
Regards

Thanks

Evan Lau, Ph.D.
Associate Professor

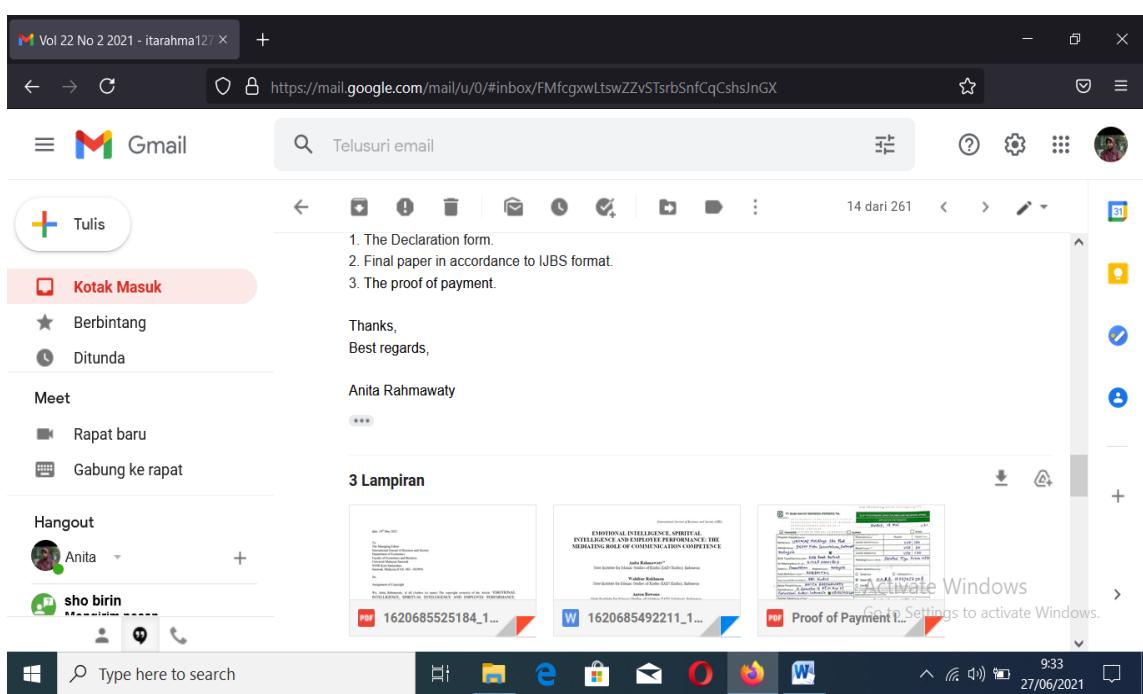
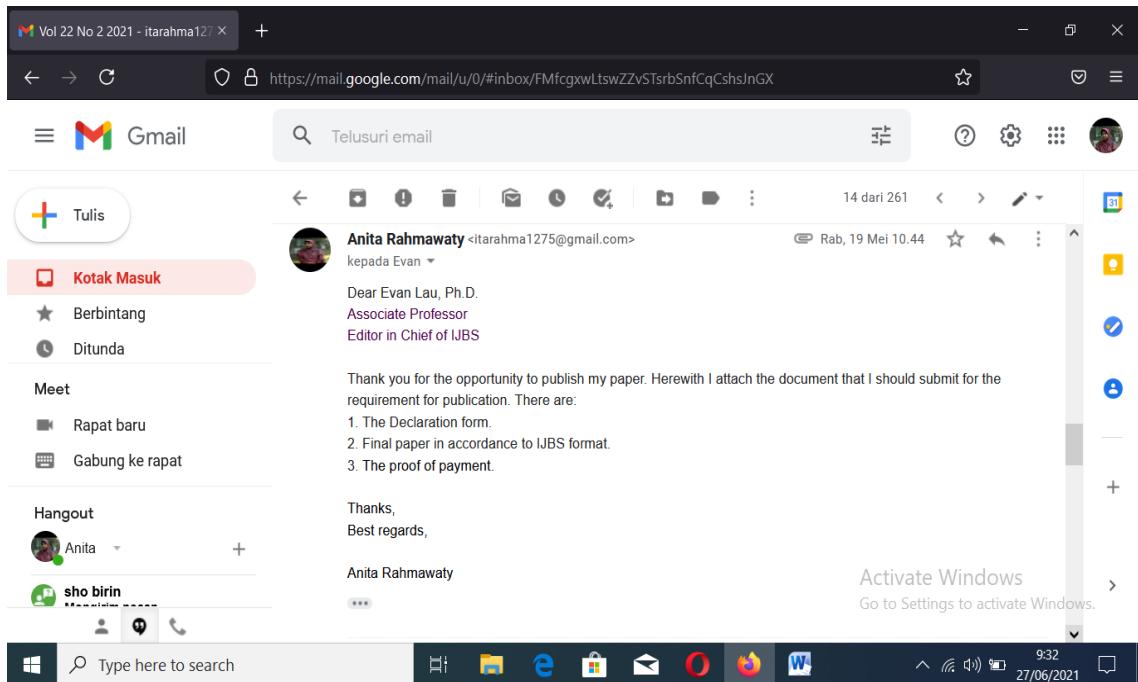
An "Activate Windows" notification is visible on the right side of the screen.

The Windows taskbar at the bottom shows the date as 27/06/2021 and the time as 9:49.



5. Tahap Pengiriman Final Paper

Artikel yang telah accepted, selanjutnya diminta untuk dikoreksi ulang (Final Paper) sesuai IJBS Format dan penulis mengirimkan Final Paper tersebut pada tanggal 19 Mei 2021.



6. Tahap Koreksi Final Paper.

Editor melakukan pengecekan kembali terhadap Final Paper dan penulis diminta untuk mengirimkan kembali maksimal pada tanggal 14 Juni 2021.

M Amendment for your paper: Vol ... x +

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Evan Lau Poh Hock <iphevan@unimas.my> kepada saya Kam, 10 Jun 2021 15:45 Inggris Indonesia Terjemahkan pesan Nonaktifkan untuk: Inggris

Dear Prof Anita

We have checked the paper format and there are some necessary corrections. Do send us only the attach file with correction by **14/6/2021**. At the same time do have a final check especially names and affiliation.

Thanks

Evan Lau, Ph.D.
Associate Professor
Editor in Chief of IJBS
Faculty of Economics and Business

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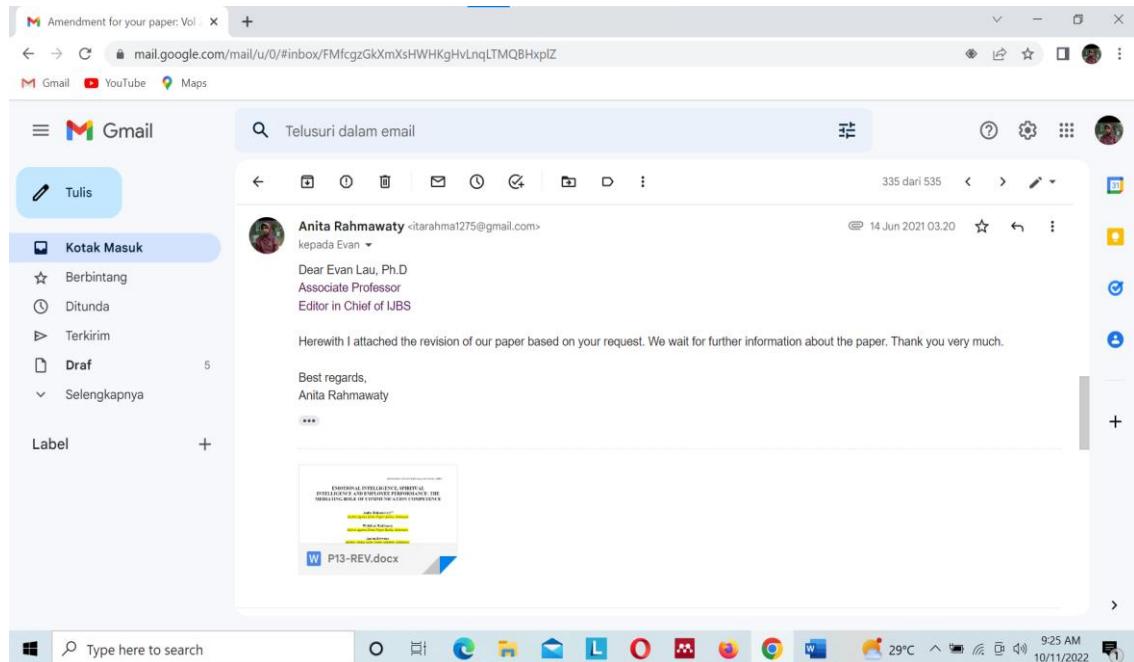
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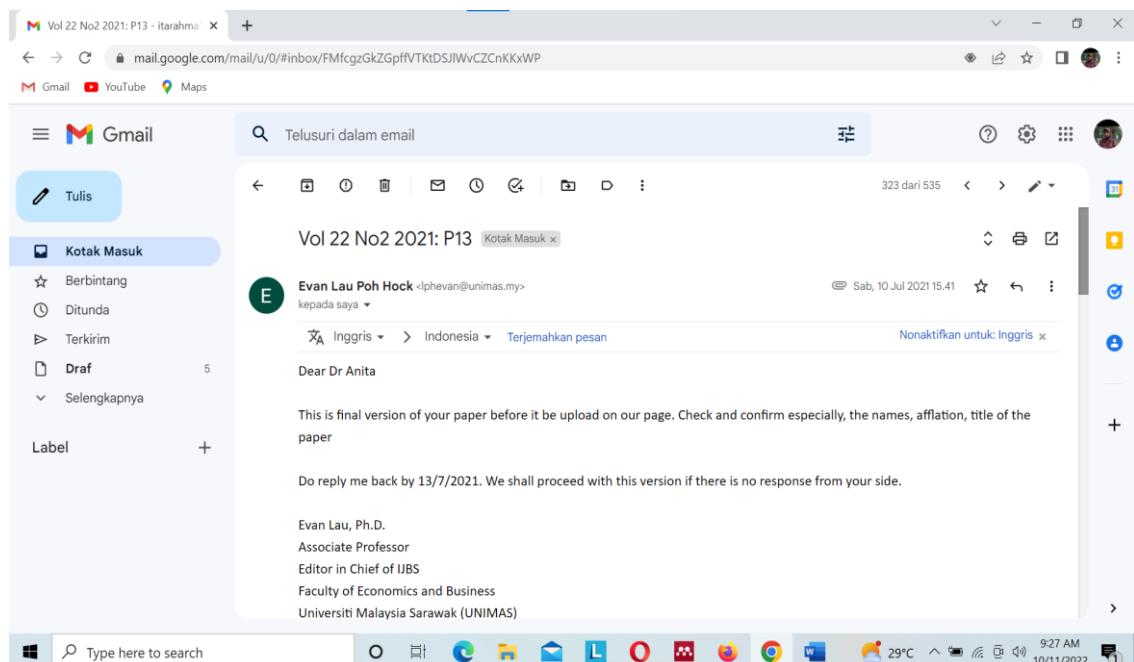
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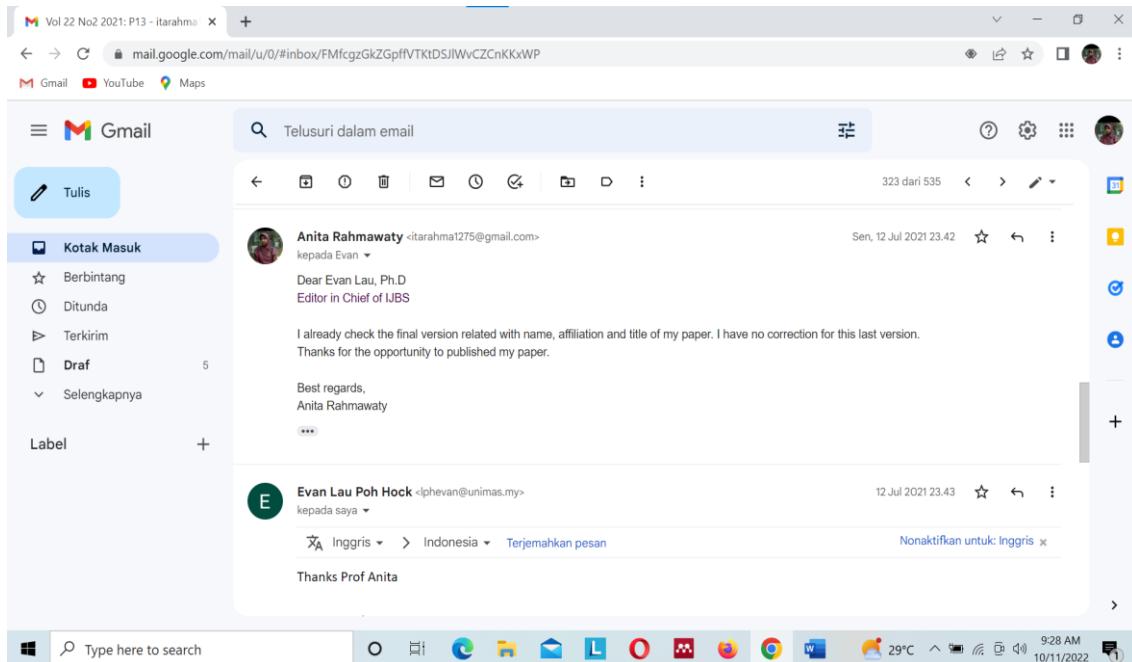
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7. Tahap Checking Akhir Final Paper.

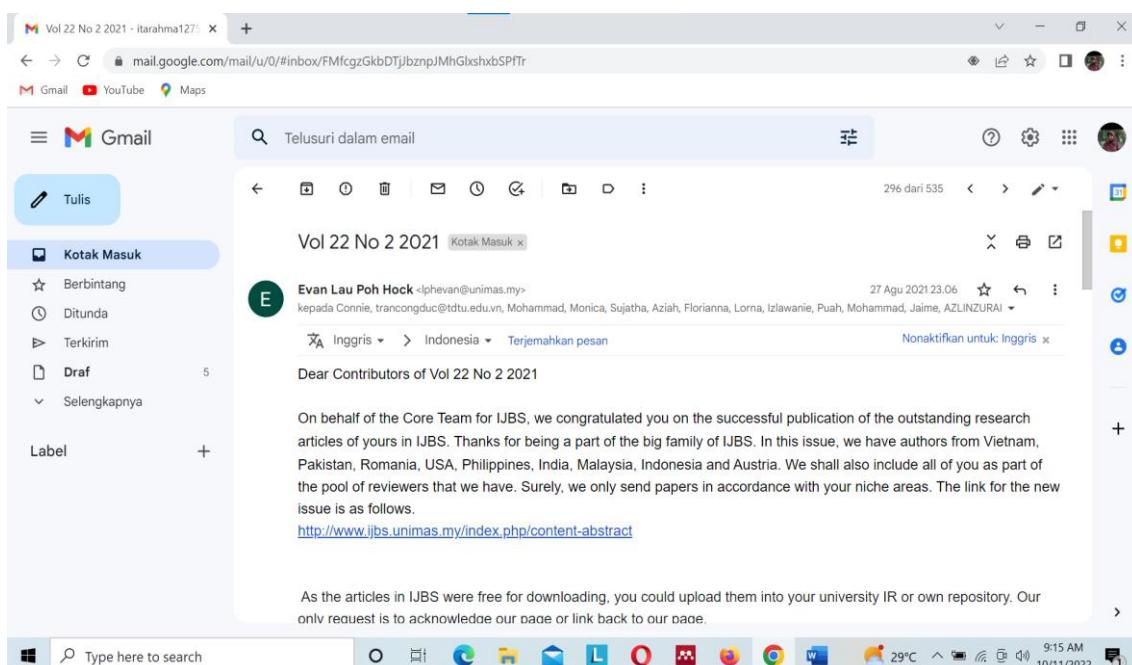
Editor mengirimkan kembali Final Paper yang akan dipublish dan penulis diminta untuk melakukan checking akhir pada tanggal 10 Juli 2021.





8. Publish Artikel Online.

Editor menginformasikan bahwa artikel telah publish secara online di IJBS Vol. 22, No. 2, 2021 pada tanggal 27 Agustus 2021 dengan DOI: <https://doi.org/10.33736/ijbs.3754.2021>



Vol 22 No 2 2021 - itarahma1275

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Gmail YouTube Maps

Tulis

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Also, we invite all of you to submit **2 minutes (maximum)** of video abstract explaining your outstanding article. We leave it to you on the creativity and innovative way in connecting the dot with the audience where we are confident by now you are the expert in video-making like any artist. We are indeed artists in academia. We shall then put it on our social media platform to promote and market the articles while gaining more readership. Send to me the video by **September 3 2021**.

IJBS are devoted to publishing high-quality papers using multidisciplinary approaches with a strong emphasis on business, economics and finance. Our uniqueness focus on the impact of the ever-changing world on society based on our niche area of research. We are listed in ESCI(Clarivate), SCOPUS(Elsevier), ABDC journal quality, ANVUR, ASEAN Citation Index (ACI), MyCite, Proquest, Cabells, EbscoHost.

Stay safe and healthy. Take care

Regards

Evan Lau, Ph.D.
Associate Professor
Editor in Chief of IJBS

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Vol 22 No 2 2021 - itarahma1275

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Telusuri dalam email

Regards

Evan Lau, Ph.D.
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