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Name : Dr. Unggul Kustiawan

Institution : Esa Unggul University

City : Jakarta

Country : Indonesia

Phone :

Academic Email: [unggul.kustiawan@esaunggul.ac.id](mailto:unggul.kustiawan@esaunggul.ac.id)

I declare, I confirm, I certify, and I sign that I received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from, at least, 3 Reviewers and the Assistant Editor for my paper: **The Effect of Affective Organizational Commitment, Job Satisfaction, and Employee Engagement on Job Happiness and Job Performance on Manufacturing Company in Indonesia**

with Authors:

**Unggul Kustiawan, Pardamean Marpaung, Unik Dwi Lestari, And Egi Andiyana.**

I would like to thank all the reviewers for their thoughtful comments and efforts towards improving our manuscript. We revised the manuscript with special attention to the comments that we received from **Three (3)** reviewers that were experts, specialists in the area of my paper. I declare, confirm, certify, and sign that WSEAS has checked my paper for possible plagiarism by Turnitin and my paper was found without plagiarism or self-plagiarism by Turnitin. I also declare, confirm, certify, and sign that also that no Associate-Editor, no Editor-in-Chief, no member of the WSEAS Secretariat forced me in this Journal to add references (citations) to any previous publications of the journal.

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I am very pleased by the review process in WSEAS Journals. The comments of the reviewers for my papers are detailed, clear, fair, aimed in improving the quality of papers. I would like to express my gratitude to all of the reviewers.

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Date: January 27, 2022