

CERTIFICATION for the PEER REVIEW PROCESS &
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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 Influence of Employee Engagement on Organizational Performance: A Systematic Review

with Authors: NURUL IMANI KURNIAWATI, EDY RAHARJA

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)**.... (<-write the correct number) 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.

Reviewer 1 : The abstract and the conclusion of this paper is not well organized, please revise both of them to clearly clarify the main points of the study in few brief sentences. Based on this review, we have revised the abstract and conclusion sections so that this research is clearer. Add some recent references. we have revised it by adding some references in the discussion section. The quality of the figure 1 (Diagram of the article selection process using PRISMA) should be improved. It needs to be presented in better resolution. we have replaced image 1 with a clearer resolution. The Table 3 (Assessment Results) must be presented better and more details must be incorporated inside the text. we have already paraphrased table 3. I think that the Section (Study Results and Discussion) should be presented with more details. we have already paraphrased and corrected the order in the discussion section. The authors should revise their paper so that it meets the exact WSEAS format (<https://wseas.com/format.php>). we have adapted to the wseas template.

Reviewer 2 : Section "Quality Rating" should be rewritten because it is incomprehensible. we have already paraphrased the quality rating section. In the sections "Study Results and Discussion", the statistical analysis is very poor and should be extended. For statistical literature review, we only use the frequency of the data obtained. Please compare your study with previous work. We have compressed the results of several studies in the table by including them in the rating.

Reviewer 3 : The description of the problem and the methodology are not clearly written in introduction. Please explain them. we have revised the explanation section of the methodology used in the introduction. In addition, in conclusions section the authors should refer the advantages of their analysis. They should emphasize and analyze them in detail. We have added the advantages of this study and explained the disadvantages of this study in the conclusion section. The paper needs a separate discussion part, which go from the result part to conclusions. we have already adapted to the Wseas template

I also declare, confirm, certify and sign that I have made all the changes, modifications, additions, studies, corrections asked by the reviewers and I have fully complied with their instructions. I also understand that before the publication the 3 (or more than 3) reviewers will check my paper to see if all the changes, modifications, additions, studies, corrections etc have been done and I authorize the WSEAS to publish my paper or to reject my paper even in the 2nd round of peer review or to continue with an additional round of peer review.

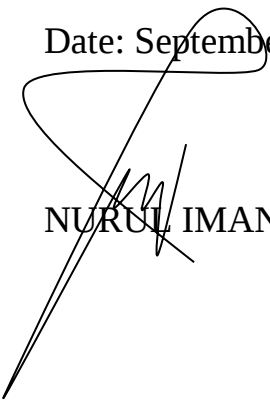
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Date: September 30, 2022


NURUL IMANI KURNIAWATI