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and ANTI-PLAGIARISM CONTROL

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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: Employee Performance Improvement through Work Environment, Communication, Control Preferences, and Time Management in Satuan Polisi Pamong Praja with Authors: Muhamad Hadi Wawan Guntoro, Jusuf Irianto, Fendy Suhariadi.

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 appreciative to WSEAS for approving and disseminating a manuscript in the journal WSEAS Transactions on Computer Research titled: Employee Performance Enhancement through Work Environment, Communication, Control Preferences, and Time Management in Satuan Polisi Pamong Praja. The assessment carried out by the competent WSEAS team has offered highly valuable feedback and recommendations for me in enhancing. Hopefully WSEAS will be prosperous and beneficial always for the progress of science.

A handwritten signature in blue ink, appearing to be 'Dharmasakti', written in a cursive style.

Date: 8/11/2024