

**Letter of Acceptance**  
**No. 150/IPI/IJEC/Vol. 3/No. 1/2023**

Herewith, the IJEC Publication informs that the manuscript has been sent with the following data:

Title	The Influences of <i>Job Design, Competence</i> and Rewards on <i>Job Satisfaction</i> and Employee Performance of PDAM Delta Tirta Sidoarjo Regency
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Status	ACCEPTED
Submitted	September 12, 2023
Riview Process	September 12, 2023-April 30, 2024
Publish Online	September 2023-April, 2024

The article has met the requirements and is accepted and published in the journal IJEC Vol. 3 No. 1, April 2024. It is thus this certificate to be used properly.

Padangsidimpuan, September 14<sup>th</sup> 2023  
Managing Editor



Atika Aini Nasution

Decision conveyed to

- 1 . Director Inovasi Pratama Internasional. Ltd
- 2 . Residence documents

## FORM REVIEW ARTICLE IJEC

### ARTICLE TITLE

The Influences of *Job Design, Competence* and *Rewards* on *Job Satisfaction* and Employee Performance of PDAM Delta Tirta Sidoarjo Regency

Assessment variables	Description	Assessment indicators				
		VB	B	E	G	VG
<b>A. General</b>						
Relevance	Suitability of articles with publication topics and template				√	
Contribution	The quality of the paper is viewed from the ideas and originality, novelty and innovation				√	
<b>B. Writing technique</b>						
Article organization	The language used, clarity of article content and ease of understanding by readers				√	
Abstract (English)	Short, clear and complete, can attract attention and encourage people to take the time to get and read the full paper				√	
Introduction	Clarity of disclosure of background of the problem, differences with previous studies, and contributions to be made				√	
Research Method	Research design, procedures diagrams, algorithms, pseudocode or flowchart)				√	
Results and Discussions	Presentation of results and discussions acumen Can be accompanied by tables and figures for easy understanding				√	
Tables, pictures and citations	Title and numbering and citation techniques				√	
Conclusion	The essence of the findings from the research carried out and there Presentation according to the problem				√	
Reference	Appropriateness of references given, procedures for writing and referencing the manuscript (all references must be referenced in the text)				√	
<b>C. Result</b>						
Decision	Articles can be published directly [√] Articles can be published with minor revisions [√] Articles can be published with major revisions [...] Please submit articles for evaluation after revision [...] The articles not eligible for publication based on the above reasons [...]					
Suggestions and comments	The article is good enough, but a few points need to be fixed, adjusting templates, improving writing procedures, and improving conclusions					

\*) Give sign ( ) for grading in one column each row.

Padangsidempuan, September 14<sup>th</sup> 2023  
Managing Editor

**Indicator table**

	Keterangan
VB	Very Bad
B	Bad
E	Enough
G	Good
VG	Very Good



Atika Aini Nasution