Journal Name: **Journal of Economics and Trade**

Manuscript Number: **Ms\_JET\_13178**

Title of the Manuscript: **Dynamics of Job Promotion, Motivation, and Competence in Managerial Practice: A Case Study at PT. Samudera Sawit Subur**

Type of the Article Original Research Article

**PART** **1: Comments**

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|  | **Reviewer’s comment** | | | | **Author’s Feedback** (It is mandatory that authors should write his/her feedback here) |
|  | **Artificial Intelligence (AI) generated or assisted review comments** | |  |
| **are strictly prohibited during peer review.** |  | |
| **Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.** | **This article explains that companies can understand how each variable individually and collectively contributes to organizational effectiveness.** | | | | Thank you for your appreciation and attention. We are glad that the purpose of the article in explaining the contribution of each variable to organizational effectiveness can be well understood. |
| **Is the title of the article suitable?**  **(If not please suggest an alternative title)** | **Not suitable, the title should be changes into “The Correlation of Job Promotion, Motivation and Competence in Managerial Practice toward Performance: a Case Study in PT. Samudera Sawit Subur”.** | | | | We agree with the title **“The Correlation of Job Promotion, Motivation and Competence in Managerial Practice toward Performance: a Case Study in PT. Samudera Sawit Subur”.**  and we have replaced it |
| **Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.** | **The abstract content has explained the research but there is a difference in the place between the case study in the title and the place in the abstract. In the title the case study place is at PT Samudera Sawit Subur while the case study place in the abstract is PT The Ocean of Fertility** | | | | We have fixed it and are consistent with PT. Samudera Sawit Subur |
| **Is the manuscript scientifically, correct? Please write here.** | **is in accordance with scientific manuscripts** | | | | Thank you for your question. We ensure that this manuscript has been prepared based on scientific principles, supported by appropriate methodology, systematic analysis, and relevant and up-to-date references. |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.** | **There are several old references that can be replaced with references from at least the last 5 years.** | | | | Thank you for your feedback. We have reviewed and replaced some outdated references with more recent literature from the last five years to improve the relevance and currency of the manuscript. |

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| **Is the language/English quality of the article suitable for scholarly communications?** | **language appropriate to scientific communication** | Thank you for your feedback. We have ensured that the language used in this manuscript conforms to the rules of clear, concise, and appropriate scientific communication. |
| **Optional/General** comments | **The article is good but there needs to be consistency in the use of case study locations and sentences per paragraph.**  However, there are several studies that discuss similar topics regarding job promotion, work motivation, and competence in a managerial context, although not specifically at PT. Samudera Sawit Subur. Although there is no exact research with the title you mentioned, the topic you raised is very relevant and important in the context of human resource management. | Thank you for your appreciation and input. We have made adjustments to ensure consistency in mentioning the case study locations and to improve the sentence structure per paragraph. We also emphasize the relevance of the topic by strengthening its connection to literature that discusses similar issues in a managerial context. |

**PART 2:**

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|  | **Reviewer’s comment** | **Author’s Feedback** (It is mandatory that authors should write his/her feedback here) |
| **Are there ethical issues**  **in this manuscript?** |  | We declare that there are no conflicts of interest and ethical issues in this study that could affect the results or interpretation of the findings. |