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from the
DESK
of the **EDITOR**

Dear Readers,

We are glad to present the latest issue of our journal, that is featuring insightful research articles that delve into various aspects of organizational performance, employee behavior, and market dynamics.

In this issue, you will find some studies such as the examination of the effect of quality of work life on employee performance, which is shedding light on the critical role of organizational commitment and job satisfaction as intervening variables. Additionally, research on topics ranging from human resources audit and internal control system to product quality and consumer loyalty offer valuable insights into contemporary business practices.

Our journal also take you to explore the antecedents of organizational citizenship behavior and analyzes the performance of state civil apparatus in different governmental institutions. We also delve into the financial sector, with studies investigating the influence of financial ratios on profitability in sharia commercial banks and the anomaly of stock returns on the Indonesia Stock Exchange.

We extend our gratitude to the authors for their contributions and commend their dedication to advancing knowledge in their respective fields. We hope that the findings that is presented in this issue will stimulate further research and contribute to the ongoing discourse in academia and industry.

Happy reading!

Editorial Team

