

Dokumen Korespondensi

Artikel “The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation”
Di Jurnal Internasional Bereputasi “Sustainability”

1. Penerimaan Manuscript dari Editor Jurnal (2 September 2022, 8:19 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Submission
Received External Inbox x



Editorial Office <sustainability@mdpi.com>
to Yustinus, me ▾

Fri, Sep 2, 2022, 8:19 AM

Dear Dr. Hermanto,

Thank you very much for uploading the following manuscript to the MDPI submission system. One of our editors will be in touch with you soon.

Journal name: Sustainability
Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani
Received: 2 September 2022
E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id
Submitted to section: Psychology of Sustainability and Sustainable Development,
https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development
Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being
https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

2. Informasi dari Pengelola Jurnal tentang APC (5 September 2022, 9:08 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Article Processing
Charge Confirmation External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me, Sustainability ▾

Mon, Sep 5, 2022, 9:08 AM

Dear Dr. Hermanto,

Thank you very much for submitting your manuscript to Sustainability:

Journal name: Sustainability
Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani
Received: 2 September 2022
E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id
Submitted to section: Psychology of Sustainability and Sustainable Development,
https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development
Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being
https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

3. Email dari Editor tentang penunjukan Assisten Editor Assigned (5 Sept 2022, 9:11 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Assistant Editor Assigned External Inbox x



Pochpagee Markpiban <markpiban@mdpi.com>
to Yustinus, Pochpagee, me, Sustainability ▾

Mon, Sep 5, 2022, 9:11AM ☆

Dear Dr. Hermanto,

Your paper has been assigned to Pochpagee Markpiban, who will be your main point of contact as your paper is processed further.

Journal: Sustainability
Manuscript ID: sustainability-1922793
Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

Received: 02 September 2022
E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id

You can find it here:
https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

4. Informasi dari Editor tentang Revisi Mayor dari Reviewer (13 Sep 2022: 8:16 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Major Revisions External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me, Sustainability ▾

Tue, Sep 13, 2022, 8:16 AM

Dear Dr. Hermanto,

Thank you again for your manuscript submission:

Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani
Received: 2 September 2022
E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id
Submitted to section: Psychology of Sustainability and Sustainable Development,
https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development
Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being
https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

Your manuscript has now been reviewed by experts in the field. Please find your manuscript with the referee reports at this link:

5. Informasi dari Editor tentang Penerimaan artikel yang telah direvisi M (18 Sep 2022: 9:49 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Manuscript Resubmitted External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me ▾

Sun, Sep 18, 2022, 9:49 AM

Dear Dr. Hermanto,

Thank you very much for resubmitting the modified version of the following manuscript:

Manuscript ID: sustainability-1922793

Type of manuscript: Article

Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation

Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

Received: 2 September 2022

E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id

Submitted to section: Psychology of Sustainability and Sustainable Development,

https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development

Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

6. Informasi dari Editor tentang providing artikel yang telah direvisi M (19 Sep 2022: 8: 21 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Revised Version Received External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
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Mon, Sep 19, 2022, 8:21AM

Dear Dr. Hermanto,

Thank you very much for providing the revised version of your paper:

Manuscript ID: sustainability-1922793

Type of manuscript: Article

Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation

Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

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E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id

Submitted to section: Psychology of Sustainability and Sustainable Development,

https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development

Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

7. Email dari pengelola Jurnal tentang konfirmasi APC (30 September 2022, 12:10 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Article Processing Charge Confirmation Reminder External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>

Fri, Sep 30, 2022, 12:10 PM



to Yustinus, me, Sustainability, markpiban ▾

Dear Dr. Hermanto,

We are writing to make sure that you received our previous email to confirm the Article Processing Charge (APC) of your manuscript, sustainability-1922793

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Journal APC: 2000 CHF

Total APC: 2000 CHF

Please also check and confirm that the below information for the invoice address is correct.

Name: Yustinus Budi Hermanto
Address: Dr. Yustinus Budi Hermanto
Universitas Katolik Darma Cendika
Soekarno Street, MERR, Surabaya
60118 SURABAYA
Indonesia

8. Email dari Editor atas adanya revisi minor (30 September 2022, 12: 11 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Minor Revisions

External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>

Fri, Sep 30, 2022, 12:11 PM



to Yustinus, me, Sustainability ▾

Dear Dr. Hermanto,

Thank you again for your manuscript submission:

Manuscript ID: sustainability-1922793

Type of manuscript: Article

Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation

Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

Received: 2 September 2022

E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id

Submitted to section: Psychology of Sustainability and Sustainable Development,

https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development


Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

9. Email dari Editor atas re-submit revisi minor (2 Oktober 2022, 8:13 AM)

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[Sustainability] Manuscript ID: sustainability-1922793 - Manuscript Resubmitted External Inbox x

 **Sustainability Editorial Office** <sustainability@mdpi.com> Sun, Oct 2, 2022, 8:13 AM ☆
to Yustinus, me ▾


Dear Dr. Hermanto,

Thank you very much for resubmitting the modified version of the following manuscript:

Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani
Received: 2 September 2022
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https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development
Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being
https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation
https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

10. Email dari Editor tentang providing artikel yang direvisi (2 Oktober 2022, 3:34 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Revised Version Received External Inbox x

 **Sustainability Editorial Office** <sustainability@mdpi.com> Sun, Oct 2, 2022, 3:34 PM ☆
to Yustinus, me, Sustainability ▾

Dear Dr. Hermanto,

Thank you very much for providing the revised version of your paper:

Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani
Received: 2 September 2022
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Submitted to section: Psychology of Sustainability and Sustainable Development,
https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development
Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being
https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation
https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

11. Email dari Editor untuk revisi minor sebelum keputusan accepted (9 Oktober 2022, 9:08 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Accept with Minor Revisions External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me, Sustainability ▾

Sun, Oct 9, 2022, 9:08 AM

Dear Dr. Hermanto,

We are pleased to inform you that the following paper has been accepted for publication on condition of completing minor revisions:

Manuscript ID: sustainability-1922793

Type of manuscript: Article

Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation

Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

Received: 2 September 2022

E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id

Submitted to section: Psychology of Sustainability and Sustainable Development,

https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development

Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

12. Re-submit manuscript untuk menyesuaikan dengan standar jurnal yang dituju (10 Oktober 2022, 8:03 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Manuscript Resubmitted External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me ▾

Mon, Oct 10, 2022, 8:03 AM 5

Dear Dr. Hermanto,

Thank you very much for resubmitting the modified version of the following manuscript:

Manuscript ID: sustainability-1922793

Type of manuscript: Article

Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation

Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

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E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id

Submitted to section: Psychology of Sustainability and Sustainable Development,

https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development

Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

13. Surat Balasan re-submit manuscript versi revisi terakhir (10 Oktober 2022, 8: 32 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Revised Version
Received External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
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Mon, Oct 10, 2022, 8:32 AM ☆

Dear Dr. Hermanto,

Thank you very much for providing the revised version of your paper:

Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using
Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani
Received: 2 September 2022
E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id
Submitted to section: Psychology of Sustainability and Sustainable
Development,
https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development
Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and
Employees' Well-Being
https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation
https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

14. Email dari Editor tentang keputusan “Accepted” (10 Oktober 2022, 4: 52 PM)

[Sustainability] Manuscript ID: sustainability-1922793 - Accepted for
Publication External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me, Sustainability, Pochpagee ▾




Mon, Oct 10, 2022, 4:52 PM ☆

Dear Dr. Hermanto,

Congratulations on the acceptance of your manuscript, and thank you for
submitting your work to Sustainability:



Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using
Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani
Received: 2 September 2022
E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id
Submitted to section: Psychology of Sustainability and Sustainable
Development,
https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development
Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and
Employees' Well-Being
https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation
https://susy.mdpi.com/user/manuscripts/review_info/40c72fd4868c746e2d8a0da5a8dec8de

15. Email dari editor tentang informasi ada tidaknya pendanaan penelitian (10 Oktober 2022, 4:52 PM)

[Sustainability] Manuscript ID: sustainability-1922793 - Funding Information Confirmation   



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me, Sustainability, Pochpagee ▾

Mon, Oct 10, 2022, 4:52 PM  

Dear Authors,

When you submitted, you chose No Funding in the system. Your manuscript has now been accepted. Please carefully check and ensure that the funding information is correct in any places where it appears in your manuscript.

Manuscript ID: sustainability-1922793

Type of manuscript: Article

Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation

Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

Received: 2 September 2022

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Submitted to section: Psychology of Sustainability and Sustainable Development,

https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development

Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

16. Email dari editor tentang payment confirmation (10 Oktober 2022, 10: 18PM)

[Sustainability] Manuscript ID: sustainability-1922793 - Payment Confirmation sustainability-1922793  



MDPI Billing <billing@mdpi.com>
to yustinus.budi, me, Pochpagee, MDPI, Sustainability ▾

 Mon, Oct 10, 2022, 10:18 PM 

Dear Dr. Hermanto,

Many thanks for your support of open access publishing. Please find below the APC payment confirmation for the following article:

Payment of Invoice: sustainability-1922793

Amount Received: 2000.00 CHF

Date Received: 10 October 2022

Payer Information

Dr. Yustinus Budi Hermanto
Universitas Katolik Darma Cendika
Soekarno Street, MERR, Surabaya
60118 SURABAYA
Indonesia

For your convenience, we attach the payment confirmation as PDF.

Payment confirmation



MDPI
St. Alban-Anlage 66
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Yustinus Budi Hermanto
Universitas Katolik Darma Cendika
Soekarno Street, MERR, Surabaya
SURABAYA 60118
Indonesia

yustinus.budi@ukdc.ac.id

Basel, 10 October 2022

Description
Payment confirmation for invoice: sustainability-1922793

MDPI confirms that it has received payment of invoice sustainability-1922793 (invoice dated 10 October 2022)

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Date Received: 10 October 2022

MDPI
Financial Accounting
St. Alban-Anlage 66
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Switzerland

17. Email dari editor tentang Final Proofreading (13 Oktober 2022, 8:42 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Final Proofreading Before Publication

External Inbox x



Irene Zhang <irene.zhang@mdpi.com>
to Yustinus, Sustainability, me, Pochpagee ▾

Thu, Oct 13, 2022, 8:42 AM ☆ ↶

Dear Dr. Hermanto,

We invite you to proofread your manuscript to ensure that this is the final version that can be published and confirm that you will require no further changes:

At MDPI, we believe in the fast dissemination of sound, valid scientific knowledge. Once accepted for publication, we aim to ensure that research is published as soon as possible.

Please upload the final proofed version of your manuscript within 24 hours, and please remember that we are able to be flexible with this timeframe should you alert us. If you need more time, please inform the Assistant Editor of the expected date that you will be able to return the proofread version.

Manuscript ID: sustainability-1922793
Type of manuscript: Article
Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation
Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

18. Email dari editor tentang re-submit manuscript (14 Oktober 2022, 8:50 AM)

[Sustainability] Manuscript ID: sustainability-1922793 - Manuscript Resubmitted External Inbox x



Sustainability Editorial Office <sustainability@mdpi.com>
to Yustinus, me ▾

Fri, Oct 14, 2022, 8:50 AM ☆

Dear Dr. Hermanto,

Thank you very much for resubmitting the modified version of the following manuscript:

Manuscript ID: sustainability-1922793

Type of manuscript: Article

Title: The Effects of Organizational Justice on Employee Performance using Dimension of Organizational Citizenship Behavior as Mediation

Authors: Yustinus Budi Hermanto *, Veronika Agustini Srimulyani

Received: 2 September 2022

E-mails: yustinus.budi@ukdc.ac.id, veronika.agustini.s@ukwms.ac.id

Submitted to section: Psychology of Sustainability and Sustainable Development,

https://www.mdpi.com/journal/sustainability/sections/Psychology_Sustainable_Development

Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

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19. Email dari editor tentang manuscript versi final (16 Oktober 2022, 11:14 AM)

← 44 of many < >

[Sustainability] Manuscript ID: sustainability-1922793 - 2nd Proofreading Before Publication External Inbox x



Pochpagee Markpiban <markpiban@mdpi.com>
to yustinus.budi, me ▾

Sun, Oct 16, 2022, 11:14 AM ☆ ↶ ⋮

Dear Dr. Hermanto,

I have received your final version, however i found there are some issue need to be solved

Please revise them carefully

1. The ref [79] is not cited, please ask the authors to add it
2. We found there are several repeated references.

Kind reagrds

Ms. Pochpagee Markpiban

Assistant Editor

E-Mail: markpiban@mdpi.com

--

MDPI Thailand Office

BBD Building 12F, 626 Soi Jindatawil, Rama IV Rd. Mahaputaram, Bang Rak, Bangkok 10500

20. Email dari editor tentang informasi publikasi paper (25 Oktober 2022, 10:05 AM)

[Sustainability] Manuscript ID: sustainability-1922793; doi: 10.3390/su142013322. Paper has been published. External Inbox x



sustainability@mdpi.com

to yustinus.budi, me, billing, website, sustainability, nelson.hua, markpiban

Tue, Oct 25, 2022, 10:05 AM



Dear Authors,

Please note that the PDF version of your recently published manuscript has been updated by the MDPI production team. You may download the PDF and Microsoft Word versions of your paper from the article webpage:

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Manuscript: <https://www.mdpi.com/2071-1050/14/20/13322/manuscript> (available to authors after login)

Special Issue:

https://www.mdpi.com/journal/sustainability/special_issues/Work_Motivation

Kind regards,

--

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The Effects of Organizational Justice on Employee Performance Using Dimension of Organizational Citizenship Behavior as Mediation

by Yustinus Budi Hermanto^{1,*} and Veronika Agustini Srimulyani²

¹ Faculty of Economic, Darma Cendika Catholic University, Surabaya 60117, Indonesia

² Faculty of Business, Widya Mandala Surabaya Catholic University, Surabaya 60112, Indonesia

* Author to whom correspondence should be addressed.

Sustainability 2022, 14(20), 13322; <https://doi.org/10.3390/su142013322>

Submission received: 2 September 2022 / Revised: 10 October 2022 / Accepted: 10 October 2022 / Published: 17 October 2022

(This article belongs to the Special Issue Sustainable Work Motivation: Increasing Productivity, Work Satisfaction, and Employees' Well-Being)

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