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HASIL PENILAIAN SEJAWAT SEBIDANG ATAU PEER REVIEW
KARYA ILMIAH : JURNAL ILMIAH**

Judul karya ilmiah (artikel) : A systematic literature review of managing workplace diversity for sustaining organizational competitive advantage; Sri Handayani, Udin, Suharnomo, Ahyar Yuniawan, Sugeng Wahyudi, Tri Wikaningrum

Jumlah Penulis : 6 orang

Status Pengusul : Penulis Ketiga

Nama Penulis : **Dr. Suharnomo, SE, M.Si**

Identitas : a. Nama Jurnal : International Journal of Mechanical Engineering and
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: c. Volume, nomor, bulan, : Vol.8 No.12, Desember 2017
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: d. Penerbit : IAEME Publication
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: g. Terindeks di scimagojr / Thomson Reufer ISI : Jurnal Terindeks Scopus Q3; SJR 0,209; citescore
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• Kecukupan dan Kemutakhiran Data & Metodologi	Data cukup dan mutakhir serta dengan novelty ^{keualitas} yg berkuota					
• Kelengkapan unsur dan kualitas penerbit	cukup baik dan terindex scopus 3					
Indikasi plagiasi	Tidak ada plagiasi					
• Kesesuaian bidang ilmu	Sesuai bidang ilmu Manajemen					

Semarang, 2019

Reviewer 1



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Jabatan Fungsional : Guru Besar

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d. Kelengkapan unsur dan kualitas penerbit (30%)	12					2.40
Total = (100%)	40					12.80
Nilai Pengusul						1.02
KOMENTAR / ULASAN PEER REVIEW						
• Kelengkapan dan kesesuaian unsur	Unsur dari artikel ini adalah introduction, literature review utk 12 artikel mengenai diversity, kemudian diringkas sebagai hasil systematic review, lalu conclusion.					
• Ruang lingkup dan kedalaman pembahasan	Cakupan bahasan dimaksudkan sebagai sebuah systematic review (salah satu cara meta analysis) tetapi yang dibahan hanyalah temuan dari 12 penelitian untuk dibuatkan kesimpulan. Tentu jauh dari sebuah systematic review yang sesungguhnya.					
• Kecukupan dan Kemutakhiran Data & Metodologi	Metode deskripsi temuan penelitian peneliti terdahulu untuk ditarik kessimpulan					
• Kelengkapan unsur dan kualitas penerbit	Penerbit IAEME Publication dari India ini dalam cakupan Scimago tidak ada coverage mengenai manajemen SDM. Saat ini sudah discontinued dari Scopus					
Indikasi plagiasi	Tidak ada indikasi plagiasi					
• Kesesuaian bidang ilmu	Cakupan bidang sesuai dengan kompetensi bidang ilmu manajemen					

Semarang, 30 Agustus 2019

Reviewer 2,



Prof. Drs. Agusty Tae Ferdinand, MBA, DBA
 NIP.19550423 198003 1003
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Volume 8, Issue 12, 1 December 2017, Pages 398-406

A systematic literature review of managing workplace diversity for sustaining organizational competitive advantage (Article)

Handayani, S.^a, Udin^a, Suharnomo^a, Yuniawan, A.^a, Wahyudi, S.^a, Wikaningrum, T.^b^aDiponegoro University, Jl. Erlangga Tengah No. 17, Semarang, 50241, Indonesia^bUniversitas Islam Sultan Agung, Jl. Kaligawe Raya Km. 4, Terboyo Kulon, Semarang, Indonesia

Abstract

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Objectives: The purpose of this study is to review workplace diversity at literature and to explore how workplace diversity improves employees' performance and organizational effectiveness. **Methods:** A systematic literature review is conducted using electronic database searching to find articles that identify and describe the characteristics of workplace diversity and organizational performance. The final sample of 12 empirical and conceptual studies of last 8 years are scientifically identified and synthesized. **Results:** There are five different perspectives introduced on how workplace diversity benefits employees and supports organizational performance based on the extant literature: (a) workplace diversity promotes work and cost relationship effectively by using the better talent of employees; (b) workplace diversity enhances customer relationship; (c) workplace diversity improves creativity, flexibility, and innovation; (d) workplace diversity reduces the costs associated with turnover, absenteeism, and lawsuit; and (e) workplace diversity promotes development and sustainable business advantage. **Conclusion:** This systematic review study presents a comprehensive framework for delineating positive impact of workplace diversity for the benefit of practicing managers, academics, and researchers. © IAEME Publication.

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Topic: Diversity | Teams | Diverse teams

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Author keywords

Benefits of diversity

Diversity management

Organizational effectiveness

ISSN: 09766340

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