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Dear authors,

Dwi Prasetyo¹, Politeknik Ilmu Pelayaran²

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It's my pleasure to inform you that, after the peer review, your paper "*How Human Resource Management Influences Job Attitudes and Operational Efficiency*" has been ACCEPTED to publish in our journal namely *International Journal of Innovation, Creativity and Change*. ISSN: 2201-1315. It will be published in the *Regular Issue of August 2020*. You will need to pay the publication fee within 3 working days. I believe that our collaboration will help to accelerate the global knowledge creation and sharing one step further. Please do not hesitate to contact me if you have any further questions.

Sincerely,

Managing Editor

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Human Resource Management Influences on Job Attitudes and Operational Efficiency

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The attitude of professionals in the education sector for the rector, lecturer, and educational staff involved in a university is strongly influenced by the management of the human resources division. An approach is needed to manage professionals in the education sector and there is a lack of research concerning the process of approach to human resource management at the university. This article review attempts to explore the behaviour of educational professionals at the university using Snell's control theory. According to Snell, the leader is able to create specific control choices including behavioural control, input control and output control. The ability of university leaders to be able to manage professional education requires high commitment and cooperation without any unilateral domination which results in the

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