

## COVERING LETTER FOR SUBMISSION OF MANUSCRIPT

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**Subject: Submission of manuscript for publication in Journal Etikonomi**

I am enclosing here with a manuscript entitled "Relationship between Managers' Support and Training Application with Motivation to Learn as Mediator" submitted to Journal Etikonomi, Faculty of Economic and Business for possible publication.

With the submission of this manuscript, I would like to undertake that the above mentioned manuscript has not been published elsewhere, accepted for publication elsewhere or under editorial review for publication elsewhere.

I would also like to undertake that I have read the plagiarism policy of Journal Etikonomi available on website and submitting my article with complete responsibility.

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The outlines of the basic findings paper:

The results of this study indicate that motivation to learn act as a significant mediating variable in the relationship between managers' support and training application. In the framework of this study, most participants felt that the stages of managers' support, learning motivation and training application as high. This situation explains that the capability of managers to offer adequate emotional and instrumental aids can help them to attend and learning important knowledge, latest skills, informed emotional and cognitive capabilities, positive attitudes and master present competencies. Consequently, this situation leads to a rise in training application in organizations.

Significant of the study:

This research have three significant: theoretical, robustness of research methodology and practical.

1. Theoretical: the results of this study are in line with the purpose of Social Learning Theory (Bandura, 1979), which suggests that the managers' ability to provide psychological support (such as encouragement, self-efficacy, openness and providing training opportunities) and physiological (such as providing adequate budgets and attractive locations) can increase the employees' motivation to learn (such as attending training and committed to renewing their skills) within the organization. Next, this situation can able to higher a training application.
2. Robustness of research methodology: Concerning on the robustness of research methodology, the measurement scale used in the survey questionnaire has met the standards of validity and reliability analyses. Thus, this achievement may produce accurate and reliable results.
3. Practical: With respect to practical contribution, the findings of this study can be used as guidelines by practitioners to enhance the effectiveness of training programs in organizations

Thank you.

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