

## REVIEWER'S REPORT

Manuscript No.: IJAR-52592

Date: 03-07-2025

Title: Sekolah Tinggi Teologi Global Glow Indonesia

### Recommendation:

Accept as it is .....YES.....

Accept after minor revision.....

Accept after major revision .....

Do not accept (*Reasons below*) .....

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality	✓			
Clarity	✓			
Significance		✓		

Reviewer Name: Dr Abdul Hameed Shah

### Reviewer's Comment for Publication.

### Strengths of the Submission:

#### 1. Innovative Comparative Framework:

The paper presents a novel juxtaposition of two systemic paradigms—meritocracy and theocracy—within the context of communication theory, particularly as applied to church dynamics and theological institutions. This comparative lens is intellectually stimulating and relevant for contemporary theological and sociological inquiry.

#### 2. Critical Engagement with Power and Communication:

The paper delves into how systemic values (achievement-based versus authority-based) shape the flow of information, participation, and interpretive authority. By using a critical communication approach, it contributes to a deeper understanding of power structures and their influence on discourse and community interaction.

#### 3. Clear Thematic Structure in the Abstract:

The abstract effectively encapsulates the study's scope, theoretical orientation, and objectives. It identifies key contrasts between egalitarian communication in meritocracies and hierarchical communication in theocracies, making the comparative foundation explicit.

#### 4. Relevance to Church and Theological Institutions:

The focus on church organizations and theological education offers contextual richness. The discussion around professional placement and obedience to divine authority is particularly pertinent to theological schools navigating between doctrinal fidelity and institutional excellence.

#### 5. Interdisciplinary Appeal:

The integration of theology, communication studies, and organizational sociology broadens the article's academic appeal. This interdisciplinary scope enhances its relevance to scholars and practitioners in religious studies, education, and institutional leadership.

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6. **Analytical Depth on Perception of Truth and Narrative Authority:**

The paper's exploration of how meritocratic and theocratic systems shape the construction and dissemination of truth, narrative authority, and rhetorical control is conceptually insightful and raises important questions about epistemology within institutional frameworks.

7. **Contextual Use of Niebuhr's Theological Insight:**

The invocation of Reinhold Niebuhr's critique of utopian visions and the limits of human merit adds theological weight to the critique of meritocratic assumptions. This enriches the theoretical underpinnings of the study.

8. **Focus on Communication Ethics:**

By highlighting risks such as information distortion, rhetorical manipulation, and constraints on expression, the article addresses the ethical dimension of communication in systemic contexts—critical for leadership and educational settings.

9. **Clarity of Purpose and Contribution:**

The study clearly articulates its aim: to enhance understanding of how systemic power dynamics affect communication within religious and educational institutions. Its practical implication—to improve the quality and quantity of human resources—is well-aligned with institutional development goals.

10. **Strong Keyword Selection:**

The keywords chosen are focused and accurately reflect the scope of the article, aiding in indexing and discoverability for academic databases.

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### Overall Evaluation:

This is a thought-provoking and well-conceived article that critically analyzes the impact of meritocratic and theocratic structures on communication practices within church and educational settings. Its engagement with theological, sociological, and communicative dimensions makes it a strong scholarly contribution. The paper is theoretically sound, contextually rich, and practically relevant. It is well-positioned for publication and academic discussion within theological and interdisciplinary forums.