

Correspondance Authors of SBIR

<https://repositorio.upct.es/server/api/core/bitstreams/7590a589-ef49-4d6f-ab05-df67c04d46b8/content>

This screenshot shows a Gmail inbox search for 'sbir'. The search results are sorted by relevance. The interface includes a left sidebar with navigation options like 'Mail', 'Chat', and 'Meet', and a top navigation bar with filters like 'Email', 'Percakapan', and 'Ruang'. The search results list several email threads, each with a sender name, a subject line, and a date. Some threads are marked with stars or have attachments.

Sender	Subject	Date
Carlos Martínez-Aba.	Kotak Masuk [SBIR] Editor Decision - These revisions will ensure ...	01/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] Editor Decision - It is important that you pay...	28/04/24
SUBMISSION, saya 2	Kotak Masuk [mmm] Editor Decision - Dear editor, We researche...	12/04/25
Carlos Martínez-Aba.	Kotak Masuk [SBIR] Editor Decision - I read the revised paper, an...	10/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] Editor Decision - We would like to thank you ...	12/03/24
Small Business Inte.	Kotak Masuk [SBIR] Small Business International Review Include...	11/02/25
managingedi., saya 2	Kotak Masuk Article Proof - reg - Dear Author Asep Rokhyadi Pe...	05/11/25
Editor in-chief	Kotak Masuk [KJM] Editor Decision - Dear Rosdiana Fatah, Asep...	12/08/25
Small Business Inte.	Kotak Masuk [SBIR] The influence of green quality of work life, gr...	26/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	25/06/24

This screenshot shows a Gmail inbox search for 'sbir'. The search results are sorted by relevance. The interface includes a left sidebar with navigation options like 'Mail', 'Chat', and 'Meet', and a top navigation bar with filters like 'Email', 'Percakapan', and 'Ruang'. The search results list several email threads, each with a sender name, a subject line, and a date. Some threads are marked with stars or have attachments.

Sender	Subject	Date
Small Business Inte.	Kotak Masuk [SBIR] The influence of green quality of work life, gr...	26/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	25/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	22/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	20/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	18/06/24
Journal, saya 4	Kotak Masuk Acceptance letter - Copyright Agreement JEMC-24...	07/10/24
ICOSBE, saya 3	Kotak Masuk 2025 ICOSBE Preliminary manuscript evaluation - ...	21/11/25
Mark Byrne 2	Kotak Masuk [SBIR] New notification from Small Business Interna...	17/06/24
Mark Byrne	Kotak Masuk [SBIR] New notification from Small Business Interna...	11/06/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	01/06/24
Gabriel Lozano-Reina	Kotak Masuk [SBIR] New notification from Small Business Interna...	29/05/24
Gabriel Lozano-Reina	Kotak Masuk [SBIR] New notification from Small Business Interna...	06/05/24
Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	28/04/24
GABRIEL, saya 2	Kotak Masuk [Reminder][SBIR] Editor Decision - ... Rewards on ...	21/03/24

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Ristek Dikti

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Paling relevan 1-46 dari 46

<input type="checkbox"/>	☆ ICOSBE, saya 3	Kotak Masuk 2025 ICOSBE Preliminary manuscript evaluation - ...	21/11/25
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<input type="checkbox"/>	★ Mark Byrne	Kotak Masuk [SBIR] New notification from Small Business Interna...	11/06/24
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<input type="checkbox"/>	★ Gabriel Lozano-Reina	Kotak Masuk [SBIR] New notification from Small Business Interna...	29/05/24
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<input type="checkbox"/>	★ Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	12/03/24
<input type="checkbox"/>	★ Ph.D. Gregorio Sánc.	Kotak Masuk [SBIR] Submission Acknowledgement - Submission...	01/02/24
<input type="checkbox"/>	★ Ph.D. Gregorio Sánc.	Kotak Masuk [SBIR] Validate Your Account - https://sbir.upct.es/fi...	01/02/24
<input type="checkbox"/>	★ JHRM, edito., saya 15	Kotak Masuk #206 Journal of Human Resource Management - s... article 2... 206 Man... JHRM Te...	27/06/25
<input type="checkbox"/>	★ Carlos Martínez-Aba.	Kotak Masuk [SBIR] New notification from Small Business Interna...	02/02/24

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[SBIR] New notification from Small Business International Review

External Kotak Masuk x

Carlos Martínez-Abarca Pastor <sbir@upct.es> kepada saya Jun, 2 Feb 2024, 14.04 ★ ↶ ⋮

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You have been added to a discussion titled "[SBIR] Submission under reviewing stage" regarding the submission "The Influence of Green Quality of Work Life, Green Employee Engagement, and Green Rewards on Green Employee Retention in Small and Medium Industry Employees".

Link: <https://sbir.upct.es/index.php/sbir/authorDashboard/submission/627>

Ph.D. Gregorio Sánchez Marín & Ph.D. Julio Dieguez Soto

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[SBIR] Validate Your Account External Kotak Masuk x

Ph.D. Gregorio Sánchez Marín & Ph.D. Julio Dieguez Soto <sbir@upct...> kepada saya Kam, 1 Feb 2024, 11.43

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Asep Rokhyadi Permana Saputra

You have created an account with Small Business International Review, but before you can start using it, you need to validate your email account. To do this, simply follow the link below:

https://sbir.upct.es/index.php/sbir/user/activateUser/1asep_rokhyadi2/BP9TeYEn

Thank you,
Ph.D. Gregorio Sánchez Marín & Ph.D. Julio Dieguez Soto

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[SBIR] Submission Acknowledgement External Kotak Masuk x

Ph.D. Gregorio Sánchez Marín & Ph.D. Julio Dieguez Soto <sbir@upct...> kepada saya Kam, 1 Feb 2024, 11.58

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Asep Rokhyadi Permana Saputra:

Thank you for submitting the manuscript, "The Influence of Green Quality of Work Life, Green Employee Engagement, and Green Rewards on Green Employee Retention in Small and Medium Industry Employees" to Small Business International Review. Your manuscript has been successfully submitted online and is presently being given full consideration for a first evaluation by the editors. In the event that the manuscript fulfils the minimum quality criteria required by our journal, your paper will be sent to the review stage and you will be notified.

With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

Submission URL: <https://sbir.upct.es/index.php/sbir/authorDashboard/submission/627>
Username: 1asep_rokhyadi2

If you have any questions, please contact me. Thank you for considering this journal as a venue for your work.

Ph.D. Gregorio Sánchez Marín & Ph.D. Julio Dieguez Soto

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[SBIR] New notification from Small Business International Review

External Kotak Masuk x

Carlos Martinez-Abarca Pastor <sbir@upct.es> kepada saya

Sel, 12 Mar 2024, 00.53

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Link: <https://sbir.upct.es/index.php/sbir/authorDashboard/submission/627>

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[Reminder][SBIR] Editor Decision

External Kotak Masuk x

GABRIEL LOZANO REINA <gabriel.lozano@um.es> kepada saya

Kam, 21 Mar 2024, 18.26

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Dear Asep,

I hope this mail finds you very well.

I made a decision about your paper entitled "The Influence of Green Quality of Work Life, Green Employee Engagement, and Green Rewards on Green Employee Retention in Small and Medium Industry Employees", submitted to Small Business International Review (SBIR) last 11 March.

I would like to know if you received my editorial decision and if you are going to submit a revised version to the journal.

I will be waiting to hear from you.

Thanks for your contribution!

Best wishes,
Gabriel

—
Gabriel Lozano Reina, Ph.D.
Associate Editor
Small Business International Review

Associate Professor
Dep. of Management and Finance
Faculty of Economics and Business
University of Murcia
e-mail: gabriel.lozano@um.es

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Best wishes,
Gabriel

—

Gabriel Lozano Reina, Ph.D.
Associate Editor
Small Business International Review

Associate Professor
Dep. of Management and Finance
Faculty of Economics and Business
University of Murcia
e-mail: gabriel.lozano@um.es

ORCID: [0000-0002-1225-3422](https://orcid.org/0000-0002-1225-3422)
[Linkedin](#)
[Google scholar](#)

Asep Rokhyadi <asep@mercubuana-yogya.ac.id> Sab, 23 Mar 2024, 18.36 ★ ↶ ⋮
kepada GABRIEL ▾

Dear editors,

We, the authors, apologize if it takes so long to reply to a review from the editor.
We will send our revised results no later than the next week or a maximum of March 31 2024.
Thank you for the attention and opportunity given.

Best regards
Authors
...

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Carlos Martinez-Abarca Pastor <sbir@upct.es> Min, 28 Apr 2024, 22.59 ★ ↶ ⋮
kepada saya ▾

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Gabriel Lozano-Reina <sbir@upct.es> kepada saya

Sen, 6 Mei 2024, 14.17

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Gabriel Lozano-Reina <sbir@upct.es> kepada saya

Rab, 29 Mei 2024, 18.31

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Carlos Martinez-Abarca Pastor <sbir@upct.es> kepada saya Sab, 1 Jun 2024, 16.25 ★ ↶ ⋮

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Mark Byrne <sbir@upct.es> kepada saya Sel, 11 Jun 2024, 15.01 ★ ↶ ⋮

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Carlos Martinez-Abarca Pastor <sbir@upct.es> kepada saya Sel, 18 Jun 2024, 18.18 ★ ↶ ⋮

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[SBIR] New notification from Small Business International Review External Kotak Masuk x

Carlos Martinez-Abarca Pastor <sbir@upct.es> kepada saya Kam, 20 Jun 2024, 18.38 ★ ↶ ⋮

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Carlos Martinez-Abarca Pastor <sbir@upct.es> kepada saya Sab, 22 Jun 2024, 12.45

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You have a new notification from Small Business International Review:

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[SBIR] New notification from Small Business International Review

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Carlos Martinez-Abarca Pastor <sbir@upct.es> kepada saya Sel, 25 Jun 2024, 11.19

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[SBIR] Small Business International Review Included in the Academic Journal Guide (AJG2024) Kotak Masuk x

Small Business International Review <public.sbir@upct.es> Sel, 11 Feb 2025, 18.02 ☆ ↶ ⋮
kepada sbir-list

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We are delighted to announce that the [Chartered Association of Business Schools \(CABS\)](#) has included [Small Business International Review \(SBIR\)](#) in its latest [Academic Journal Guide \(AJG2024\)](#). [SBIR](#) has received an initial rating of AJG 1, which we aim to improve in the coming years. The editors-in-chief would like to express their heartfelt gratitude to the entire editorial team and the expert reviewers, whose contributions have significantly enhanced the rigour and quality of the articles published in [SBIR](#).

Additionally, [SBIR](#) has been granted the [FECYT Quality Seal 2024](#) for Spanish academic journals, following a successful evaluation process that assessed both quantitative (impact and visibility) and qualitative (scientific relevance) criteria.

Furthermore, [Dialnet Metrics](#) has rated [Small Business International Review as Q2](#) in its ranking of scientific journals in the area of Economics. [Dialnet](#), a portal for disseminating Hispanic scientific production, was launched in 2001. It specializes in the humanities and social sciences and provides free access to a database created by the University of La Rioja (Spain), which serves as a virtual library indexing scientific and humanistic journals from Spain, Portugal, and Latin America.

These distinctions represent an important step forward in the recognition of [SBIR](#) as a journal of national and international prestige in the field of SME research. They also provide a solid foundation for aspiring to future indexing in Web of Science (WoS) and Scopus.

We hope that these achievements will contribute to enhancing the impact and reputation of the journal. We are confident that authors will continue to place their trust in Small Business International Review to disseminate the results of their academic work.

Vol. 9 No. 1 (2025): January - June 2025 (published in advance)

[Organizational culture as an explanation for job search effort across small, medium, and large firms](#)
Vathsala Wickramasinha

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Vol. 8 No. 2 (2024): July - December 2024

[Immigrants as entrepreneurs in emerging economies: Institutional, self-efficacy, and social networking effects on enterprise performance](#)
Boris Urban, Mahad Moti
e670 | published: 2024-10-10

[Knowledge absorption and innovation in UK SMEs: A study by economic sector and place](#)
Gareth Shaw, David F Murphy, Alison Marshall, Alessandro Rosiello, Vania Sena, Junxiong Li
e626 | published: 2024-11-27

[The influence of digital transformation and implementation barriers on innovation in Brazilian micro, small, and medium enterprises](#)
Edna Cassaro, Ieda Margarete Oro, Sérgio Beghini, Marcos Ricardo Rosa Georges
e660 | published: 2024-12-03

[Supply chain integration and its relationship with the business performance of metal-mechanics small and medium-sized enterprises](#)
Juan Bernardino Arellano-Rodríguez
e628 | published: 2024-12-03

[Evaluating ESG performance: The influence of firm size and gender diversity](#)
Raúl Gómez Martínez, María Luisa Medrano-García, Daniel Amo Navas
e693 | published: 2024-12-03

Vol. 8 No. 1 (2024): January - June 2024

[Local firms spillovers from multinationals' exports in Switzerland](#)
Lamia Ben Hamida
e581 | published: 2024-02-15

[The reciprocity of perceived organizational support and employee engagement in SMEs during the COVID-19 pandemic](#)
Vera Ferrón Vilchez, María Eugenia Senise Barrio, Rocío Llamas Sánchez
e611 | published: 2024-05-09

[What are the main drivers of SMEs' production of sustainability reports?](#)
M. Dolores Guerrero-Baena, Francisca Castilla-Polo, Pablo Rodríguez-Gutiérrez

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[The influence of green quality of work life, green employee engagement, and green rewards on green employee retention in SME employees](#)
Putri Wicakari, Asep Rokhyadi Permana Saputra, Aminah Nur Rahmah
e627 | published: 2024-06-26

[Entrepreneurial bricolage: A key to innovation for SMEs in a developing economy](#)
John Paul C. Flaminiano
e645 | published: 2024-06-26

Vol. 7 No. 2 (2023): July - December 2023

[Revealing the moderating impact of spatial context on the relationship between intellectual capital efficiency and the sustained success of family SMEs](#)
María del Carmen López Taravilla, Montserrat Manzanque-Lizano, Jesús Fernando Santos-Peñalver, Carolina Feliciano Machado
e597 | published: 2023-12-31

[A configurational approach to SMEs' export activity determinants](#)
Joaquín Monreal-Pérez, Omar Ifakhharen-Rzík
e612 | published: 2023-12-31

[Navigating containment challenges: A quantitative study of Ghanaian SME performance during the COVID-19 pandemic](#)
Karikari Ainoa-Gyarteng, Shepherd Dhiwayo, Victoria Adekomay
e587 | published: 2023-12-31

[Identifying the proper mix of growth-seeking strategies for Spanish SMEs: An analysis during times of economic boom and crisis](#)
Diana Benito-Osorio, Alberto Colino-Fernández, Luis Ángel Guerras-Martin, José Ángel Zúñiga-Vicent
e605 | published: 2023-12-31

[Coupled open innovation and dynamic capabilities: Their effect on low-tech micro and small firms' innovation](#)
Yohana Sesabo, Mushumbusi Kato, Emmanuel James Chao
e613 | published: 2023-12-31

Vol. 7 No. 1 (2023): January - June 2023

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Vol. 7 No. 1 (2023): January - June 2023

[The effects of organizational learning and entrepreneurial orientation on the corporate performance of Argentinean, Mexican, and Ecuadorian MSMEs](#)
Nicolás Salvador Beltramino, Luis Enrique Valdez-Juárez, Juan Marcelo Ingaramo, Lilia Carina Gazzaniga, Natalia Andrea Beltramino
e503 | published: 2023-03-07

[Managerial concentration, ownership concentration, and firm value: Evidence from Spanish SMEs](#)
Leslie Rodríguez-Valencia, Prosper Lamothe Fernández
e541 | published: 2023-03-07

[Entrepreneurial orientation, company performance, and competitive advantage in Indonesian culinary SMEs](#)
Randitya Perdana, Arum Prasasti
e547 | published: 2023-04-03

[What business model factors make SMEs more profitable?](#)
José Miguel Ortiz García de las Bayonas, María Concepción Parra Meroño, Gonzalo Wandosell Fernández de Bobadilla
e542 | published: 2023-05-22

[Knowledge management requirements for information systems in small ventures: A fuzzy-set qualitative comparative analysis \(fsQCA\)](#)
Aaron A. Vargas-Zeledon
e570 | published: 2023-06-27

Yours faithfully,
Ph.D. Gregorio Sánchez Marín
Ph.D. Julio Diéguez Soto
Editors-in-Chief

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Carlos Martínez-Abarca Pastor

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[SBIR] Editor Decision External Kotak Masuk x

Carlos Martinez-Abarca Pastor <sbir@upct.es> Sen, 10 Jun 2024, 17:40

kepada Putri, saya, Aminah

Sepertinya pesan ini ditulis dalam Inggris x
 Terjemahkan ke Indonesia

Dear Putri Wicakari, Asep Rokhyadi Permana Saputra, Aminah Nur Rahmah:

It is a pleasure to accept your manuscript entitled "*The Influence of Green Quality of Work Life, Green Employee Engagement, and Green Rewards on Green Employee Retention in Small and Medium Industry Employees*" in its current form for publication in **Small Business International Review (SBIR)**. Please note, no further changes can be made to your manuscript.

Colleagues, great work on this latest revision. I read the revised paper, and I am therefore accepting your paper for publication in **SBIR**. Congratulations!

Your article will now go through editorial checks to ensure it meets our publication standards.

Thank you for your contribution. On behalf of the Editors of **SBIR**, we look forward to your continued contributions to the Journal.

Sincerely,
 Gabriel Lozano-Reina
 Associate Editor
 Small Business International Review (**SBIR**)
 e-mail: gabriel.lozano@um.es

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[SBIR] Editor Decision External Kotak Masuk x

Carlos Martinez-Abarca Pastor <sbir@upct.es> Min, 28 Apr 2024, 22:58

kepada Putri, saya, Aminah

Sepertinya pesan ini ditulis dalam Inggris x
 Terjemahkan ke Indonesia

Dear Asep Rokhyadi Permana Saputra:

We would like to submit your revised article entitled "*The Influence of Green Quality of Work Life, Green Employee Engagement, and Green Rewards on Green Employee Retention in Small and Medium Industry Employees*" for consideration for publication in **Small Business International Review (SBIR)**.

Your revised version has been reviewed by the same two independent referees, who are experts within this research field. In view of their suggestions, and after carefully reviewing it, we have recommended again a decision of '**Major Revision**' for your manuscript.

Although you have some modifications in the previous review round, I think that there are important issues (pointed out by the reviewers in the last review round) that have not been addressed (see "**Referee(s) Comments to Author**" at the bottom of [this letter](#)). It is important that you pay attention to these aspects to publish your research in **SBIR**.

The **comments of the referees are included at the bottom of this letter**. Specifically, they are shown in an aggregate manner for your further refinement of the manuscript. In addition to the comments, **I am attaching a file sent by one of the referees** (art627_04_round2ReviewerReport.docx), including several comments that should be considered.

We sincerely hope that you find useful as you move your paper forward. These revisions will ensure that the manuscript meets the level of quality and rigor required by **SBIR**.

In order to guide you in how to address all the comments, my recommendation is that you put special emphasis on three issues: firstly, to strengthen the contribution of your paper; secondly, to increase the theoretical connection with the development of your hypotheses; and thirdly, to address the methodological issues raised by both reviewers.

Please take as a starting document, the same as the one sent to the reviewers and attached to this message (art627_03_round1Revision.docx). To help the reviewers check that you have made the required corrections, please insert at the beginning of your new revised article a detailed response to the reviewers' recommendations (as a letter of response)

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When revising your article please ensure that your reference list is up to date and that any recent articles, including those from Small Business International Review (SBIR), which are of relevance to your article are included. Having a broad and up to date reference list is vital to the quality of an article, and very useful to the readership.

Once the revised manuscript is prepared, you can upload it and submit it through the online platform (<https://sbir.upct.es/index.php/sbir/login>). The deadline for uploading a revised manuscript is **10-Jun-2024**. If it is not possible for you to resubmit your revision within this timeframe, we may have to consider your paper as a new submission. If you have difficulties with this, you can send me an email.

Finally, we would like to remind you that our journal publishes under continuous publication model and, so as soon as we receive a new version of your manuscript and in case it is accepted, the publication process is only a matter of a couple of weeks.

Please, could you send us an acknowledgement of receipt by the mean of answering this notification.

Once again, thank you for submitting your manuscript to Small Business International Review (SBIR) and I look forward to receiving your revision.

Sincerely,
Gabriel Lozano-Reina Associate Editor
Small Business International Review (SBIR) e-mail: gabriel.lozano@um.es

Referee(s)' Comments to Author:

Abstract

1.1.- The first sentence ("Employees are important capital for the performance of a company because the capital used is human resources") is somewhat vague and should be rephrased for clarity.

1.2.- The practical or theoretical implications of these results can be briefly stated.

Introduction

The author(s) should address the following points in the introduction for it to become more compelling, well-supported, and focused and set a strong foundation for the paper.

2.1.- The rationale for specifically focusing on SMEs in Indonesia should be further strengthened by providing more context on the importance of this sector to the Indonesian economy or any unique challenges faced by SMEs in terms of employee

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2.3.- The introduction does not explicitly highlight the gaps in existing literature that the study aims to address. It is essential that gaps are identified to justify why the paper should be accepted for publication.

2.4.- Table 1 in the introduction section: While tables can be useful for presenting data, it is generally advisable to avoid including them in the introduction. Instead, I would suggest summarizing the key information from the table in a concise manner within the narrative of the introduction. This will help maintain the flow of the text and ensure that the reader's attention remains focused on the background, rationale, and objectives of your research. If the data presented in the table is crucial, you could consider moving it to a more appropriate section, such as the results or discussion, where it can be supported with sufficient context and analysis.

2.5.- The statement "Based on the research background that has been described, the author is interested in conducting research with the title "The Influence of Green Quality of Work Life, Green Employee Engagement, and Green Reward on Green Employee Retention of Small and Medium Industry Employees in Indonesia" is not an appropriate way to conclude the introduction. Stating the author's personal interest in conducting the research is unnecessary and detracts from the objective and academic tone of the introduction.

2.6.- A more appropriate way to conclude the introduction would be to outline the structure of the rest of the paper.

Literature Review and hypotheses

3.1.- The paper does not explicitly mention a theoretical framework for the study. It is essential to add a theoretical framework to provide a theoretical foundation for the research variables, relationships, and hypotheses. This will help the paper to add a section for theoretical contribution in the conclusion section.

3.2.- The hypothesis development for H1 should be more specific by clearly defining the components of Green Quality of Work Life that are expected to influence retention.

Research Methods

4.1.- The opening statement is very confusing. Please rewrite for clarity. "The method in this research is quantitative research. This model was adopted by (Kim et al., 2021) for the GQWL variable, the GEE variable was adopted by (Elsasser et al., 2004) for the GR variable was adopted from (Siegrist et al., 2004), finally the GER variable was adopted from (Elsasser et al., 2004)." is not clear.

4.2.- Precision Level: The precision level set for determining the sample size using the Slovin formula is 5%. However, the rationale behind choosing this specific level is not provided.

4.3.- Sample Size: The sample size of 204 employees is determined based on the Slovin formula. However, the rationale for selecting this specific sample size is not clearly explained.

4.4 - Questionnaire and Google Form: The use of a questionnaire distributed via Google Form is mentioned as the data

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4.7.- Elaborate on the characteristics or criteria of the SME sector included in the population and any specific considerations or challenges associated with sampling from this population.

4.8.- Provide details on the specific items or statements included in the questionnaire for each variable and how they were operationalized or measured.

4.9.- Why do you have section 4 Results and Discussion and then section 5 is also Discussion? In other words, why is discussion appearing twice?

Discussion

5.1.- The discussion of results is limited. There is a lack of in-depth analysis, interpretation of findings, and connections to existing literature or theoretical frameworks. There is no comprehensive section on the implications for practice, policy, or future research.

5.2.- The section also does not identify limitations, unexpected findings etc.

5.3.- A critical aspect of the "Results and Discussion" section in academic research is to highlight the study's contribution by discussing how the findings add to the current understanding of the research topic, fill gaps in the literature, or offer practical implications for stakeholders and theoretical contributions. These issues must be addressed and/or strengthened. Specifically, after the review round, the new section "Contribution and Managerial Theory" is insufficient and must be further elaborated.

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Carlos Martinez-Abarca Pastor <sbir@upct.es> kepada Putri, saya, Aminah

Sab, 1 Jun 2024, 16.23

Sepertinya pesan ini ditulis dalam Inggris

Terjemahkan ke Indonesia

Dear Asep Rokhyadi Permana Saputra:

We would like to submit your revised article entitled "The Influence of Green Quality of Work Life, Green Employee Engagement, and Green Rewards on Green Employee Retention in Small and Medium Industry Employees" for consideration for publication in Small Business International Review (SBIR).

Your revised version has been reviewed and after carefully reviewing it, we have recommended again a decision of 'Minor Revision' for your manuscript.

The comments of the referees (and my own suggestion) are included at the bottom of this letter. Specifically, they are shown in an aggregate manner for your further refinement of the manuscript. We sincerely hope that you find useful as you move your paper forward. These revisions will ensure that the manuscript meets the level of quality and rigor required by SBIR.

Please take as a starting document, the same as the one sent to the reviewers and attached to this message (art627_06_round2AuthorRevision.docx). To help the reviewers check that you have made the required corrections, please insert at the beginning of your new revised article a detailed response to the reviewers' recommendations (as a letter of response). Make sure you address each recommendation thoroughly and methodically. You should also show where the reviewers can find your change in the revised article by referring to the page number and preferably highlighting the updated text.

When revising your article please ensure that your reference list is up to date and that any recent articles, including those from Small Business International Review (SBIR), which are of relevance to your article are included. Having a broad and up to date reference list is vital to the quality of an article, and very useful to the readership.

Once the revised manuscript is prepared, you can upload it and submit it through the online platform (<https://sbir.upct.es/index.php/sbir/login>). The deadline for uploading a revised manuscript is two weeks from receiving this email (i.e. 15-Jun-2024). If it is not possible for you to resubmit your revision within this timeframe, we may have to consider your paper as a new submission. If you have difficulties with this, you can send me an email.

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Finally, we would like to remind you that our journal publishes under continuous publication model and, so as soon as we receive a new version of your manuscript and in case it is accepted, the publication process is only a matter of a couple of weeks.

Once again, thank you for submitting your manuscript to Small Business International Review (SBIR) and I look forward to receiving your revision.

Please, could you send us an acknowledgement of receipt by the mean of answering this notification.

Sincerely,
Gabriel Lozano-Reina Associate Editor
Small Business International Review (SBIR) e-mail: gabriel.lozano@um.es

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Referee(s)' Comments to Author:

- 1.- Regarding the introduction, the authors make a great contextualization of their topic. In this sense, my recommendation is to go **deeper and clarify the relevance that the Indonesian context** has for your work and for this topic.
- 2.- The value of this research can be further increased by **stating the contributions** that this represents to prior literature. This issue can be emphasized in the introduction of the paper.
- 3.- The research methods section should include a specific subsection that contains a detailed **description of the variables** used in the study, providing a clear rationale and justification for adopting the specific measures from previous studies.
- 4.- Regarding the discussion section, two comments: (1) **theoretical and practical contributions** should be enhanced (see page 10). In the current version, these are described very succinctly; and (2) the last part of this section should include the **limitations** of your work and **lines of future research**.
- 5.- Check the full article as it contains **some Indonesian words**.

For example, replace "HASIL" with "RESULTS" (see page 4), replace "METODE PENELITIAN" with "RESEARCH METHODS" (see page 4).

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