

# Correspondance Authors of JISR

<https://jirmsse.szabist.edu.pk/index.php/szabist/article/view/731>

This screenshot shows a Gmail inbox with search results for the email address 'jirs.msse@szabist.edu.pk'. The search results are sorted by relevance, showing 14 items. The top item is an email from 'Editorial Team JISR...' dated 02/07/25. Below it are several 'JISR-MSSE via' notifications and editor decisions. A 'Call for Paper' announcement is also visible. The interface includes a search bar, filter buttons (Email, Percakapan, Ruang), and sorting options (Paling relevan, 1-14 dari 14).

Star	Sender	Subject	Date
<input type="checkbox"/>	Editorial Team JISR-...	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	02/07/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] Editor Decision - Edi Lesmana, Asep Rokhyadi permana Saputra, Metty Verasari: T...	01/07/25
<input type="checkbox"/>	SZABIST JISR	Call for Papers - Call for Papers: JISR-MSSE Journal by SZABIST University Karachi The Journal o...	16/04/25
<input type="checkbox"/>	Editorial, saya 2	[JISR-MSSE] Submission ORCID - Dear Editor, We have added ORCID id. Thank you. Best Regar...	21/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	20/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] Editor Decision - Edi Lesmana, Asep Rokhyadi permana, Metty Verasari: We have r...	20/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	19/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	04/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	03/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] Editor Decision - Dear author, We have reached a decision regarding your submiss...	25/02/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	13/02/25

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Star	Sender	Subject	Date
<input type="checkbox"/>	Editorial Team JISR.	[JISR-MSSE] Submission Acknowledgement - Asep Rokhyadi permana: Thank you for submittin...	01/01/25
<input type="checkbox"/>	Editorial Team JISR.	[JISR-MSSE] Validate Your Account - Asep Rokhyadi permana You have created an account wit...	01/01/25
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<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	13/02/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] Editor Decision - Dear author, We have reached a decision regarding your submiss...	25/02/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	03/03/25
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<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	19/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] Editor Decision - Edi Lesmana, Asep Rokhyadi permana, Metty Verasari: We have r...	20/03/25
<input type="checkbox"/>	JISR-MSSE via	[JISR-MSSE] New notification from JISR management and social sciences & economics - Y...	20/03/25
<input type="checkbox"/>	Editorial, saya 2	[JISR-MSSE] Submission ORCID - Dear Editor, We have added ORCID id. Thank you. Best Regar...	21/03/25
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[JISR-MSSE] Validate Your Account External Kotak Masuk x

14 dari 14

Editorial Team JISR-MSSE via <noreply@jisrmsse.szabist.edu.pk> kepada saya

Rab, 1 Jan 2025, 12.50

Sepertinya pesan ini ditulis dalam Inggris X  
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Asep Rokhyadi permana

You have created an account with JISR management and social sciences & economics, but before you can start using it, you need to validate your email account. To do this, simply follow the link below:

[https://jisrmsse.szabist.edu.pk/index.php/szabist/user/activateUser/1asep\\_rokhyadi2/6m5HujP](https://jisrmsse.szabist.edu.pk/index.php/szabist/user/activateUser/1asep_rokhyadi2/6m5HujP)

Thank you,  
Editorial Team JISR-MSSE

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Rab, 1 Jan 2025, 13.27

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Asep Rokhyadi permana:

Thank you for submitting the manuscript, "The Effect Organization Citizenship Behavior for The Environmental on Outsourced Employees" to JISR management and social sciences & economics. 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://jisrmsse.szabist.edu.pk/index.php/szabist/authorDashboard/submission/731>  
Username: 1asep\_rokhyadi2

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

Editorial Team JISR-MSSE

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JISR-MSSE via <noreply@jisrmsse.szabist.edu.pk> kepada saya Kam, 13 Feb 2025, 16.43

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[JISR-MSSE] Editor Decision External Kotak Masuk x

JISR-MSSE via <noreply@jisr.msse.szabist.edu.pk> kepada Edi, saya, Metty

Sel, 25 Feb 2025, 11:37

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Dear author,

We have reached a decision regarding your submission to JISR management and social sciences & economics, "The Effect Organization Citizenship Behavior for The Environmental on Outsourced Employees".

Our decision is: Revisions Required  
 Please incorporate the changes from reviewers A (in red) and B (in green) into the text and fill out the comments form. We look forward to receiving the revised version.

Reviewer A:  
 Recommendation: Accept Submission

Other Comments:  
 The abstract to the paper is relevant but not clear

Introduction  
 • Relevant

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Other comments:  
 The introduction to the paper is relevant but not clear

Content  
 • Needs extensive editing

Other comments:  
 The content of the paper is ok, but the model results should be better

Table(s)/Graph(s)/Figure(s)  
 • Without sources

Other comments:  
 The tables and figures are relevant

References  
 • Not in order

Other comments:  
 The references are ok.

The paper presents an insightful investigation into the factors influencing Organisational Citizenship Behaviour for the Environment (OCBE). Specifically, it examines the impact of **Green Human Resource Management (GHRM)**, **Green Transformational Leadership (GTL)**, and **Green Work Engagement (GWE)** on employees' voluntary environmental actions within organizations. By leveraging structural equation modelling (SEM) and using SmartPLS, the study provides valuable insights into the theoretical and practical aspects of corporate environmental responsibility and employee engagement.

It is recommended that the authors provide a more detailed description of the research results in the abstract so that the article can be properly evaluated based on the abstract. Currently, it lacks sufficient information.

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It is recommended that the authors provide a more detailed description of the research results in the abstract so that the article can be properly evaluated based on the abstract. Currently, it lacks sufficient information.

In the introduction, it would be beneficial to elaborate more on the structure of the study to give readers a clearer understanding of its organization.

In the methodology section, a more thorough explanation of the method used would improve the clarity and transparency of the research approach.

The qualitative indicators of the model could be improved, and it would be helpful to either address these limitations or explain why better results were not achievable.

The sample size and industry context are not specified, which may limit the generalizability of the findings to other contexts or sectors.

The cross-sectional design of the study limits the ability to infer causal relationships between the variables.

**Reviewer Decision**

Accepted with Minor Changes

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Reviewer B:  
Recommendation: Revisions Required

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Other Comments:

The abstract provides a clear overview of the study, but some sentences are grammatically incorrect. For example: "not only for permanent employees, ...." The sentence must start with a capital letter "No"  
The methodology should be more explicit, e.g., mention why SmartPLS-4 was chosen over other methods. The methodology should be more explicit, e.g., mention why SmartPLS-4 was chosen over other methods.

**Introduction**

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**Introduction**

- Relevant

Other comments:

The first paragraph has a long and unstructured sentence that affects readability. For example "Many outsourcing companies currently have established branches in Yogyakarta, Indonesia because this city is a student city, so many new graduates work through outsourcing services." I suggest a revision as "Many outsourcing companies have established branches in Yogyakarta, Indonesia, due to its status as a student hub, attracting recent graduates to outsourced jobs." Also, the research gap should be clearly stated to strengthen the justification.

**Content**

- Needs extensive editing
- Has an element of repetition
- Is descriptive and not analytical
- Lacks readability and clarity because of colloquial phrases and language

Other comments:

Some sections are overly descriptive and require more critical analysis. The writing needs refinement to improve readability and coherence. There is some repetition of ideas, particularly in the literature review and discussion sections.  
Some sentences are difficult to follow due to improper phrasing. For example: "Theoretical and practical implications provide evidence that it is necessary to increase extrinsic motivation for outsourced employees through non-verbal motivation, such as giving bonuses or gifts to increase involvement in their work." I suggested a revision: "The findings suggest that extrinsic motivation, such as bonuses or incentives, can enhance outsourced employees' engagement."  
There are repetitive statements in literature review, e.g. the definitions of OCBE and GHRM are repeated multiple times. Also, "GHRM focuses on managing human resources in a sustainable way by integrating environmental considerations..." (repeated in different sections).

**Table(s)/Graph(s)/Figure(s)**

- not explained
- Not clear

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Other comments:

The figures lack proper interpretation in the results section.  
 Example: The Outer Model analysis should explicitly discuss what the loading factors indicate.  
 Some tables have incomplete citations (e.g., Table 1 should mention data sources explicitly). Also, it is to ensure clarity in labeling and referencing.

**References**

- Not in order

Other comments:

The citation format is inconsistent; some references follow APA, while others do not.  
 Example: "Aboramadan, M. (2022)." should include full journal name and DOI.  
 Some references are outdated (e.g., Berg, 1972), which might be irrelevant to current research.

**Reviewer Decision**

Accepted with Minor Changes

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JISR-MSSE via <noreply@jisr.msse.szabist.edu.pk> kepada saya Sen, 3 Mar 2025, 12.08

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[JISR-MSSE] New notification from JISR management and social sciences & economics

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JISR-MSSE via <noreply@jisr.msse.szabist.edu.pk> kepada saya Sel, 4 Mar 2025, 14.40

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[JISR-MSSE] Editor Decision External Kotak Masuk x

JISR-MSSE via <noreply@jisr.msse.szabist.edu.pk> kepada Edi, saya, Metty Kam, 20 Mar 2025, 15.45

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Edi Lesmana, Asep Rokhyadi permana, Metty Verasari:

We have reached a decision regarding your submission to JISR management and social sciences & economics, "The Effect Organization Citizenship Behavior for The Environmental on Outsourced Employees".

Our decision is to: Accept Submission

[JISR management and social sciences & economics](#)

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C-Reviewer Com...

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JISR-MSSE via <noreply@jisr.msse.szabist.edu.pk> kepada saya Kam, 20 Mar 2025, 15:59

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Editorial Team JISR-MSSE

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[JISR-MSSE] Submission ORCID External Kotak Masuk x

Editorial Team JISR-MSSE via <noreply@jisr.msse.szabist.edu.pk> kepada saya Kam, 20 Mar 2025, 15:45

Sepertinya pesan ini ditulis dalam Inggris X  
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Dear Asep Rokhyadi permana,

You have been listed as an author on a manuscript submission to JISR management and social sciences & economics. To confirm your authorship, please add your ORCID id to this submission by visiting the link provided below.

[Register or connect your ORCID ID](#)

[More information about ORCID at JISR management and social sciences & economics](#)

If you have any questions, please contact me.

Editorial Team JISR-MSSE

[JISR management and social sciences & economics](#)

Asep Rokhyadi <asep@mercubuana-yogya.ac.id> kepada Editorial Jun, 21 Mar 2025, 08:55

Dear Editor,

We have added ORCID id.

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4 dari 14

**Asep Rokhyadi** <asep@mercubuana-yogya.ac.id> kepada Editorial

Dear Editor,

We have added ORCID id.  
Thank you.

Best Regards  
Authors

**JISR-MSSE** JISR management and social sciences & economics  
P-ISSN: 2616-7476, E-ISSN: 2616-4162

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**ORCID Authorization**

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Your ORCID ID has been verified and successfully associated with the submission.

**ABOUT THE JOURNAL**

JISR management and social sciences & economics (JISR-MSSE) (E-ISSN: 2616-4162 P-ISSN: 2616-7476), is a biannual open-access double-blind peer review research journal published by SZABIST. JISR-MSSE is recognized in the Y category by HEC. The journal publishes issues biannually in June and December every year.

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**[JISR-MSSE] Editor Decision** External Kotak Masuk

**JISR-MSSE via** <noreply@jisr.msse.szabist.edu.pk> kepada Edi, saya, Metty

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Edi Lesmana, Asep Rokhyadi permana Saputra, Metty Verasari:

The editing of your submission, "The Effect Organization Citizenship Behavior for The Environmental on Outsourced Employees," is complete. We are now sending it to production.

Submission URL: <https://jisr.msse.szabist.edu.pk/index.php/szabist/authorDashboard/submission/731>

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