

Correspondance Authors of CACTUS

<https://cactus-journal-of-tourism.ase.ro/wp-content/uploads/2025/12/II.2-Asep.pdf>

<https://cactus-journal-of-tourism.ase.ro/articles/cactus-issue-2-vol-7-no-2-2025-art-3>

This screenshot shows the Gmail inbox for the account cactus.journal@ase.ro. The interface includes a left sidebar with navigation options like 'Tulis', 'Kotak Masuk', 'Berbintang', 'Draf', and 'Selengkapnya'. The main area displays a list of three emails:

- From: cactus.jour., subject: saya 2, received: 16/12/25
- From: saya, cactus.jour., subject: 16, received: 09/12/25
- From: cactus.journal@ase.ro, subject: Manuscript Submission to the cactus Journal - cactu...

This screenshot shows the full content of an email titled "Manuscript Submission to the cactus Journal" sent from Asep Rokhyadi to cactus.journal@ase.ro on August 14, 2025. The email body contains the following text:

Dear Editor,

We would like to submit our manuscript entitled *"When Leadership fails but CSR works: insights into sustainable business innovation in the hospitality industry"* for consideration in the *Cactus Journal*. We sincerely hope the article will be reviewed and considered for publication.

Attached are the manuscript and the required documents. We look forward to hearing from you regarding the next steps.

Thank you for your time and consideration.

Sincerely,
The Authors

The email also includes two attachments: "CACTUS_2025_D..." and "CACTUS Rita Ase...". At the bottom, a reply from cactus.journal@ase.ro is partially visible, starting with "Sepertinya pesan ini ditulis dalam Inggris".

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cactus.journal@ase.ro

2 dari 2

cactus.journal@ase.ro <cactus.journal@ase.ro> kepada saya Sel, 26 Agu 2025, 07:15

Sepertinya pesan ini ditulis dalam Inggris X
Terjemahkan ke Indonesia

Dear Author,

I am pleased to inform you that your article has now entered the peer-review process. You will be notified as soon as the reviewers' reports are available.

All the best,
Claudia Tuclea

Editor-in-Chief CACTUS Journal

cactus.journal@ase.ro <cactus.journal@ase.ro> kepada saya Sel, 26 Agu 2025, 07:27

Sepertinya pesan ini ditulis dalam Inggris X
Terjemahkan ke Indonesia

Dear Author,

I kindly return with the request to add the ORCID ID (codes) for both authors in the manuscript.

Thank you for your cooperation.

mail.google.com

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cactus.journal@ase.ro <cactus.journal@ase.ro> kepada saya Sel, 26 Agu 2025, 07:27

Sepertinya pesan ini ditulis dalam Inggris X
Terjemahkan ke Indonesia

Dear Author,

I kindly return with the request to add the ORCID ID (codes) for both authors in the manuscript.

Thank you for your cooperation.

Asep Rokhyadi <asep@mercubuana-yogya.ac.id> kepada cactus.journal@ase.ro Sab, 13 Sep 2025, 20:35

Dear Editor,

We sincerely apologize for the delay in responding to your email, as we were occupied with other commitments in the past few weeks.

Herewith, we are submitting the revised version of our manuscript, in which we have added the ORCID ID for each author as requested.

Thank you very much for your understanding and guidance. We truly appreciate your support throughout this process.

With our best regards,
The Authors

mail.google.com

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W CACTUS Rita Ase...

cactus.journal@ase.ro <cactus.journal@ase.ro> kepada saya Rab, 17 Sep 2025, 20.46

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Terjemahkan ke Indonesia

Dear Authors,

We have received the two peer reviews as part of the evaluation process. Your article was generally well appreciated by the reviewers; however, there are still some adjustments to be made. Please read the reviews carefully and revise the manuscript accordingly, following the suggestions provided by the reviewers.

In the revised version, please mark all changes in **blue**, and additionally prepare a separate document in which you address each comment, starting with Reviewer 1, followed by Reviewer 2, indicating how each suggestion has been implemented.

If certain suggestions do not correspond to your research approach, please provide a clear and well-argued explanation for why you chose not to implement them.

Both the revised article and the summary document must be submitted **no later than October 15, 2025**. Please remember to include your **ORCID ID** in the improved version of the manuscript.

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Both the revised article and the summary document must be submitted **no later than October 15, 2025**. Please remember to include your **ORCID ID** in the improved version of the manuscript.

Best of luck with the revisions!

All the best,
Claudia Tuclea

Editor-in-Chief CACTUS Journal

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W R2_Recenzie_CAC...

Asep Rokhyadi <asep@mercubuana-yogya.ac.id> kepada cactus.journal@ase.ro Jum, 10 Okt 2025, 13.26

Dear Editor,

We sincerely apologize for the delayed response. The extensive comments from Reviewer 1 and Reviewer 2 required considerable time for us to address, and, in fact, led us to revise the manuscript almost entirely.

Herewith, we are submitting both the revised manuscript and the summary document for your kind consideration. We hope that the changes we have made will be accepted.

Thank you very much for your understanding and support.

Open "https://mail.google.com/mail/u/0?ui=2&ik=55b20347cc&attid=0.1&permmsgid=msg-f:1843519058000976682&th=19957ed0dccc9b2a&view=att&zw&disp=safe" in a new tab

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Jum, 10 Okt 2025, 13.26

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Herewith, we are submitting both the revised manuscript and the summary document for your kind consideration. We hope that the changes we have made will be accepted.

Thank you very much for your understanding and support.

Best regards,
The Authors

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Summary of revised CACTUS document.docx 27 KB

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Jum, 17 Okt 2025, 02.04

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cactus.journal@ase.ro kepada saya

Jum, 17 Okt 2025, 02.04

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Dear Author,

Thank you for revising your manuscript based on the comments of reviewers.

We are pleased to inform you that we have accepted your manuscript, provided you make some further revisions. The requested revisions are outlined below:

- improve the formatting of your paper according to CACTUS standards;
- a thorough proofreading and formatting check is needed before the next submission.
- there are unwanted characters appearing throughout the text and several in-text citations contain missing or incorrect characters (e.g., "Weidnerand and Zhu 2021")
- do not abbreviate in abstract; also, do not write an abstract through many paragraphs, but a single one only; do not use citations in the abstract.
- It is essential to emphasise the topic of your research. At present, the introduction does not clearly convey this focus. Please ensure that the case study and the brief literature section in your introduction are meaningfully connected to highlight the central theme of your paper.
- Make sure that the contribution of your research is presented in the introduction;
- 2. The theoretical background provided for H1 does not adequately support the proposed hypothesis. arguments presented, it appears more plausible that SBI influences TL, rather than the reverse.
- For H3, according to the theoretical reasoning, GHRM seems to play a mediating, rather than a moderating relationship between TL and SBI.
- For H4, similar to the previous hypothesis, GHRM appears to have a direct causal or mediating role, but does not theoretically justify a moderating relationship.

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- Make sure that the contribution of your research is presented in the introduction;
- 2. The theoretical background provided for H1 does not adequately support the proposed hypothesis. Based on the arguments presented, it appears more plausible that SBI influences TL, rather than the reverse.
- For H3, according to the theoretical reasoning, GHRM seems to play a mediating, rather than a moderating, role in the relationship between TL and SBI.
- For H4, similar to the previous hypothesis, GHRM appears to have a direct causal or mediating role, but does not theoretically justify a moderating relationship.
- Figure 1 should be done in MS PowerPoint or a dedicated software for drawing schemas (e.g. Smart PLS or other that you have used).
- for the sources of tables also add the year (2025)

3.1. The term *Purposive Random Sampling* is incorrect, as purposive sampling is a non-random technique; you should describe it as *non-probability purposive sampling* instead.

- Table 7 and its interpretation – Please add a column with the Path Coefficient (β) for each of the four hypotheses to indicate effect size and direction. In PLS-SEM analysis, β indicates the magnitude and direction of each hypothesized relationship and is the core output of the structural model. Reporting only t-statistics and p-values shows whether a relationship is significant but does not convey the strength or direction of the effect. Therefore, it is essential to include β values in Table 7 and explicitly reference them when interpreting the results.
- 3.3. Should not start with a table; you need at least one paragraph of text. Do the same for similar situations. Furthermore, the table should follow the text where the label (e.g., Table 6) is mentioned for the first time.

5.1. Please revise the last part of subsection 5.1 to ensure consistency with the statistical results. Since the path TL → SBI was not significant, the discussion should emphasize the *potential or theoretical* influence of TL rather than stating that it “positively influences” SBI.

5.3. Insist on the theoretical explanation of *why* the moderating effect is absent and reduce repetitive details about HR dissatisfaction.

In addition to these suggestions, please make sure once again that your manuscript meets all requirements described in the “Instructions for Authors” (Submission) on the journal’s website, especially for the reference list.

For example, do not use UPPERCASE like here: Mardikaningsih, R. (2025). PENGARUH MANAJEMEN SDM BERKELANJUTAN, BUDAYA ORGANISASI RAMAH LINGKUNGAN, DAN KEPEMIMPINAN TRANSFORMASIONAL HIJAU

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In addition to these suggestions, please make sure once again that your manuscript meets all requirements described in the “Instructions for Authors” (Submission) on the journal’s website, especially for the reference list.

For example, do not use UPPERCASE like here: Mardikaningsih, R. (2025). PENGARUH MANAJEMEN SDM BERKELANJUTAN, BUDAYA ORGANISASI RAMAH LINGKUNGAN, DAN KEPEMIMPINAN TRANSFORMASIONAL HIJAU TERHADAP KINERJA LINGKUNGAN PERUSAHAAN DI KOTA SURABAYA. *Jurnal Ilmiah Satyagraha*, 8(1), 161–179. <https://doi.org/10.47532/jis.v8i1.1233>

In the revised version, please mark all changes in **red text**. Please make sure to use the proper format of the journal’s template, which is attached.

Kindly submit the revised manuscript by **October 27** at the latest.

Thank you for your kind cooperation and for taking the time to revise your paper. We look forward to receiving the updated version soon.

Warm regards,
Luciana Poenaru
Managing editor, CACTUS Journal

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25 Okt 2025, 12.59

Dear Editor,

We, the authors, would like to inform you that we have submitted the revised version of our manuscript as an attachment. All revisions have been clearly highlighted in **red color** to make it easier for reviewers to identify the changes made throughout the document.

We sincerely hope that these revisions meet the expectations and suggestions provided by the reviewers.

Thank you very much for your kind attention and consideration.

Best regards,
The Authors

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14 Nov 2025, 22.17

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14 Nov 2025, 22.17

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Dear Authors,

Thank you very much for the prompt revisions submitted.

There are a few brief additional points that require further attention, which I outline briefly below:

- In **Figure 1**, please include the corresponding hypothesis labels (e.g., H1, H2) on each arrow, including the moderating paths.
- Following **Figure 2**, please incorporate the interpretation of the β (**path coefficient**) for each hypothesis, not only for the moderating effects.
- Please incorporate the key elements from the Implications section into the Conclusions, especially since they already reference the theoretical and practical implications.

We kindly request that you incorporate these adjustments in **red** within the latest version of the manuscript you provided. We look forward to receiving the final version of the manuscript by **18 November**. Subsequently, we will contact you should additional clarifications regarding formatting or citation be necessary.

When submitting the final version, please also include the **Declaration of Originality**, which may be downloaded from the link provided below:

<https://cactus-journal-of-tourism.ase.ro/submission/>

Thank you in advance for your cooperation.

Warm regards,
Luciana Poenaru
Managing editor, CACTUS Journal

Open "https://cactus-journal-of-tourism.ase.ro/submission/" in a new tab

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cactus.journal@ase.ro

Asep Rokhyadi <asep@mercubuana-yogya.ac.id> kepada cactus.journal@ase.ro 22 Nov 2025, 07.03

Dear Editor,

We, the authors, would like to express our sincerest apologies for the delayed response to your email. This was due to the geographical distance between the team members and the health condition of one of our colleagues, who has not yet fully recovered.

Nevertheless, we have carefully revised and addressed all the comments and suggestions provided in your email and the attached documents dated November 14, 2025, including the 4th review and the Declaration of Originality.

Thank you very much for your understanding and consideration.

Warm regards,
The Authors

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cactus.journal@ase.ro <cactus.journal@ase.ro> kepada saya 24 Nov 2025, 21.03

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cactus.journal@ase.ro <cactus.journal@ase.ro> kepada saya 24 Nov 2025, 21.03

Sepertinya pesan ini ditulis dalam Inggris

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Dear Authors,

Thank you for the revised version of your manuscript and for the careful work you have done to address the previous comments. The paper is now essentially ready for publication. Before we move to the production stage, we kindly ask you to address a few very minor editorial clarifications:

SRMR value consistency
In the Goodness-of-Fit section, the SRMR value reported in Table 6 differs from the value mentioned in the text (one place indicates 0.060, another 0.042). Please check the output and ensure that the same (correct) SRMR value is reported consistently in both the table and the narrative.

HTMT interpretation wording
In the discussion of discriminant validity using HTMT, the text first states that all HTMT values are below the 0.90 threshold, but then notes that the pairs $GHRM(Z) \times CSR(X2)$ and $GHRM(Z) \times TL(X1)$ slightly exceed that threshold. This is somewhat contradictory as currently phrased. We suggest rewording this passage, for example, by indicating that most HTMT values are below the cut-off, while only those specific pairs slightly exceed it, and then briefly justifying why you still consider discriminant validity acceptable.

Description of the moderating effects
In the hypothesis testing section, the coefficients for the interaction terms are correctly reported as statistically non-significant. However, the text also suggests that GHRM "acts as a differential moderator" by strengthening one relationship and weakening another. To avoid overstating the findings, we recommend briefly clarifying

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In the hypothesis testing section, the coefficients for the interaction terms are correctly reported as statistically non-significant. However, the text also suggests that GHRM "acts as a differential moderator" by strengthening one relationship and weakening another. To avoid overstating the findings, we recommend briefly clarifying that, although the interaction terms have coefficients with opposite signs, both moderating effects are not statistically significant, and therefore there is no empirical support for a moderating role of GHRM in this model.

In addition, please format the reference list in full accordance with the journal template and ensure that it remains an editable text section. You will find detailed instructions in the template, and I am also attaching a recently published article as a model. Please check that the entire manuscript complies with the template requirements, including centering the authors' names on the title page.

To process the article for inclusion in the December issue, we kindly ask you to send the revised version by the end of this month. These are very small adjustments and do not require substantive changes to the manuscript. Once they are incorporated, the paper will be ready to proceed to publication.

Kind regards,
 Claudia Tuclea
 Editor-in-Chief
 CACTUS Tourism Journal

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2 dari 2

Asep Rokhyadi <asep@mercubuana-yogya.ac.id> kepada cactus.journal@ase.ro 28 Nov 2025, 20.24

Dear Editor,
 Prof. Claudia Tuclea
 Editor-in-Chief
 CACTUS Tourism Journal

We, the authors, would like to inform you that we have submitted the fifth revised version of our manuscript, which has been carefully improved and attached to this email.

We sincerely hope that this revised version meets the expectations and requirements of the reviewers and the editorial board.

Thank you very much for your attention and kind consideration.

Best regards,
 The Authors

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Terjemahkan ke Indonesia

Dear Authors,

Thank you for submitting the latest version of your manuscript and for the careful revisions implemented throughout the review process. Before we transfer the paper to the publisher's production team for copyediting, typesetting and proof preparation, we kindly ask you to address two remaining minor points:

- 1. Reference list—strict adherence to journal style**
Please re-format the entire "References" section in full compliance with the journal's official reference style. A correctly formatted reference list from a recently published article is attached as a model. Particular attention should be given to:
 - year in parentheses
 - full journal title in italics
 - volume, issue (in parentheses, no abbreviations such as "Iss." or "No.," and page range preceded by "pp.")
 - DOI presented exactly as <https://doi.org/10.XXXX/XXXX>
 - online sources clearly marked with "[online]" and the access date in square brackets where applicable e.g. [Accessed 30 November 2025]

The reference list must remain fully editable plain text.
- 2. Conclusions section – focus on original contributions only**
In the previous round of revisions, the editorial office has consolidated the former separate "Conclusions" and "Implications" sections into a single, streamlined "Conclusions" section. We have removed statements that merely restated existing literature and retained only the original theoretical contribution of your study (the extension/refinement of the Resource-Based View in the hospitality sector of an emerging economy) and the genuine practical/managerial implications derived from your findings. Please review the revised Conclusions section carefully and confirm that you agree with the current wording and the deletions made. If you believe any essential point has been inadvertently removed or if you wish to propose minor re-phrasing, kindly indicate the suggested changes clearly in your reply.

You are welcome to make any additional minor improvements you deem appropriate, provided they are clearly indicated in

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You are welcome to make any additional minor improvements you deem appropriate, provided they are clearly indicated in your reply. Please do not introduce any further changes to the overall formatting of the manuscript (headings, alignment, spacing, fonts, indentation, etc.), as the file has already been fully standardised for language and journal template compliance.

We would greatly appreciate receiving the final, clean and fully editable Word document (with the corrected reference list) **no later than Thursday, 4 December 2025**. Once these tiny adjustments are incorporated, the manuscript will be immediately forwarded to the production department.

Thank you again for your great cooperation throughout the editorial process.

With best regards,
Luciana Poenaru, PhD
CACTUS Editorial Assistant

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II Asep Rokhyadi...

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We, the authors, would like to inform you that we have revised our manuscript in accordance with the suggestions provided. We also confirm that we agree with and approve the changes that have been made by the editor to our article.

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