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**Submit Article for IJPHRD**

5 pesan

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**Sasmoko** <sasmoko@binus.edu>  
Kepada: editor.ijphrd@gmail.com

28 Maret 2019 13.24

Dear  
Editor Indian Journal of Public Health Research & Development (IJPHRD)

We have read and used scientific articles published in IJPHRD.  
The performance of the IJPHRD was excellent, and the published article helped us conduct research and write scientific reports.

I am Sasmoko, representing other authors from Bina Nusantara University, Indonesia.  
We have completed a scientific article entitled "**Healthy Work Culture Stimulate Performance.**"

We hope this article can be published in the IJPHRD because exciting findings in the scientific report can become new treasures in science, especially in management sciences.  
We are willing to go through the review process following IJPHRD standards.

Best Regards,

Sasmoko  
Bina Nusantara University, Indonesia

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 **IJPHRD\_Article\_Sasmoko.doc**  
594K

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**Dr Ch Vijay Kumar** <editor.ijphrd@gmail.com>  
Kepada: Sasmoko <sasmoko@binus.edu>

7 April 2019 21.42

Dear

Sasmoko, et al.  
Bina Nusantara University, Indonesia

The IJPHRD Editorial Board has received the team article.  
I appreciate the team's interest in IJPHRD.

The team article will be processed according to the publication standards at IJPHRD.  
I beg you to be patient while waiting for the notification from the IJPHRD Editorial Board.

Always check email because the correspondence is only via email.

Best Regards,

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**Dr Ch Vijay Kumar**  
Editorial Board IJPHRD  
[Kutipan teks disembunyikan]

**Sasmoko** <sasmoko@binus.edu>  
Kepada: Dr Ch Vijay Kumar <editor.ijphrd@gmail.com>

8 April 2019 13.21

Dear  
Editor Indian Journal of Public Health Research & Development (IJPHRD)

Thank you for your response.  
We are happy to wait for the next stage.

Sasmoko  
Bina Nusantara University, Indonesia  
[Kutipan teks disembunyikan]

**Dr Ch Vijay Kumar** <editor.ijphrd@gmail.com>  
Kepada: Sasmoko <sasmoko@binus.edu>

20 April 2019 13.24

Dear

Sasmoko, et al.  
Bina Nusantara University, Indonesia

Thank you for submitting the manuscript to IJPHRD.

We have completed our evaluation, and the reviewers recommend reconsidering the manuscript following minor revisions. Please resubmit the revised manuscript by April 27<sup>th</sup>, 2019, or ask whether an alternate date would be acceptable. We invite you to send it back after addressing the comments below.

When revising the manuscript, consider carefully all issues mentioned in the reviewers' comments: outline every change made in response to their comments and provide suitable explanations for any remarks not addressed. Please also note that the revised submission may need to be reviewed.

To submit a revised manuscript, please log in as an author at this email, and navigate to the "Revision" folder. IJPHRD values team contribution, and I look forward to receiving the revised manuscript.

Editor and reviewer comments:

Reviewer #1:

1. The abstract provides an overview of the study's methodology but lacks specific details on how performance was assessed. To enhance the robustness of your findings, consider elaborating on the criteria or metrics used to measure lecturer performance. Providing clarity on the assessment process will strengthen the research and contribute to the credibility of the study.
2. While the results highlight percentages of lecturers' self-reported effectiveness, responsibility, discipline, and initiative, a more detailed analysis of these aspects would add depth to the findings. Include discussions on any variations within these percentages and explore potential factors influencing these self-perceptions. This will contribute to a richer interpretation of the data.
3. To contextualize the research findings, consider integrating a comparative analysis with similar studies in the field. Discussing how your results align or differ from previous research on lecturer performance in private higher education institutions will add value and provide a broader perspective for readers.
4. Given that the study relies on self-reported data from lecturers, it's crucial to acknowledge and address the potential bias in self-assessment. Discuss any limitations associated with self-reporting and propose strategies or additional methods that could be employed to validate or complement the self-reported data, ensuring the reliability of the results.
5. The abstract mentions the implication of the study as the importance of institutional higher education regulation. To strengthen this point, expand on how the identified positive aspects of lecturers' performance contribute to fostering a healthy work culture. Discuss practical recommendations or interventions that institutions can implement based on the study's findings to enhance work culture and, consequently, education quality.

I hope you can make improvements as soon as possible and send the revised article again via this email.

[Kutipan teks disembunyikan]

**Sasmoko** <sasmoko@binus.edu>

21 April 2019 18.12

Kepada: Dr Ch Vijay Kumar <editor.ijphrd@gmail.com>

Dear

Editor Indian Journal of Public Health Research & Development (IJPHRD)

Thank you for the Editorial Board response to IJPHRD.

We have read the revised instructions from the reviewers.

We will immediately correct the article according to the reviewers.

Best Regards,

Sasmoko

Bina Nusantara University, Indonesia

[Kutipan teks disembunyikan]



## Revision Article for IJPHRD

4 pesan

**Sasmoko** <sasmoko@binus.edu>  
Kepada: Dr Ch Vijay Kumar <editor.ijphrd@gmail.com>

28 April 2019 14.54

Dear  
Editor Indian Journal of Public Health Research & Development (IJPHRD)

Thank you for the patience of the IJPHRD Editorial Board.  
We were waiting for the revision of our article.

We have made improvements according to the reviewer's instructions.  
We will be happy if there are still points that need to be improved again in the article.  
The revised Article is Attached.

Best Regards,

Sasmoko  
Bina Nusantara University, Indonesia

 **Revision1\_IJPHRD\_Article\_Sasmoko.doc**  
592K

**Dr Ch Vijay Kumar** <editor.ijphrd@gmail.com>  
Kepada: Sasmoko <sasmoko@binus.edu>

9 Mei 2019 14.24

Dear

Sasmoko, et al.  
Bina Nusantara University, Indonesia

Thank you for the team's efforts to make improvements to the article.  
Based on the reviewers' considerations, the article has, at some point, increased.  
However, the team has to improve on a few more points. Hopefully team are willing to do it.

Please follow the following revision instructions:

#Reviewer 2:

1. The abstract mentions the use of cluster random sampling to select 400 lecturers from private higher education in East Jakarta. Provide more details on the demographic characteristics of the sample, such as age, gender, and academic experience. This information is crucial for readers to understand the generalizability of the findings and any potential variations in performance across different lecturer demographics.
2. To deepen the analysis, consider incorporating correlation coefficients or regression analyses to explore potential relationships between variables. For instance, investigate whether there is a significant correlation between self-reported performance indicators (effectiveness, responsibility, discipline, initiative) and other relevant factors like years of teaching experience or academic qualifications. This will contribute to a more nuanced understanding of the factors influencing lecturer performance.
3. The abstract briefly touches on the importance of institutional higher education regulation. Expand on this aspect by discussing potential challenges in implementing effective regulations. Address issues that might hinder the maximization of the lecturers' empowerment model and propose feasible solutions or recommendations to overcome these challenges.
4. While the study employs a descriptive qualitative method, consider supplementing the quantitative findings with qualitative insights. Incorporate quotes or anecdotes from interviews or open-ended survey responses to provide a more nuanced understanding of lecturers' perspectives on their performance and the work culture within private higher education institutions.
5. Enhance the theoretical underpinning of your study by explicitly mentioning the theoretical framework guiding your research. Relate your findings to relevant theoretical perspectives on work culture and performance in higher education. This will strengthen the theoretical foundation of your study and help readers place your research within the broader academic discourse.

Articles that have been revised and please send them back via this email.

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Dr Ch Vijay Kumar  
Editorial Board IJPHRD

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**Sasmoko** <sasmoko@binus.edu>  
Kepada: Dr Ch Vijay Kumar <editor.ijphrd@gmail.com>

10 Mei 2019 11.41

Dear  
Editor Indian Journal of Public Health Research & Development (IJPHRD)

Thank you for your response.  
We will be happy to revise the article according to these instructions.

Sasmoko  
Bina Nusantara University, Indonesia  
[Kutipan teks disembunyikan]

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**Sasmoko** <sasmoko@binus.edu>  
Kepada: Dr Ch Vijay Kumar <editor.ijphrd@gmail.com>

30 Mei 2019 18.21

Dear  
Editor Indian Journal of Public Health Research & Development (IJPHRD)

Thank you for the patience of the IJPHRD Editorial Board.  
We were waiting for the revision of our article.

We have made improvements according to the reviewer's two instructions.  
We will be happy if there are still points that need further improvement in the article.

The revised Article is Attached.

Best Regards,

Sasmoko  
Bina Nusantara University, Indonesia

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 **Revision2\_IJPHRD\_Article\_Sasmoko.doc**  
589K



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**ACCEPTANCE LETTER**

1 pesan

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**Dr Ch Vijay Kumar** <editor.ijphrd@gmail.com>  
Kepada: Sasmoko <sasmoko@binus.edu>

4 Juni 2019 10.31

Dear Author(s)

**Bernadetha Nadeak, Sasmoko, Lamhot Naibaho, Elferida Sormin & Citra Puspa Juwita**

Warm Greetings!

**ACCEPTANCE LETTER**


It's a great pleasure to inform you that, after the peer review process, the "**Healthy Work Culture Stimulate Performance**" team article has been accepted for publication in the IJPHRD Regular Issue 2019. Please make a payment publication fee.

Thank you for submitting the paper to this journal. We hope to receive it in the future too.

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Dr Ch Vijay Kumar  
Editorial Board IJPHRD

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 **LoA\_IJPHRD\_Sasmoko.pdf**  
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