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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 12.53

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 "***Building Employees' Mental Health: The Correlation between Transactional Leadership and Training Program with Employees' Work Motivation at XWJ Factory.***"

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

7 April 2019 19.24

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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Kartavya J. Vyas  
Editorial Board IJPHRD  
[Kutipan teks disembunyikan]

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

7 April 2019 17.37

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]

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

19 April 2019 16.13

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 a clear overview of the study's objectives, methods, and key findings. However, to enhance clarity, consider specifying the nature of the correlation (positive or negative) between transactional leadership, training programs, and employees' work motivation. Additionally, briefly mentioning the practical implications of the results could make the abstract more impactful.
2. While the abstract mentions the sample size (80 respondents from a population of 100 employees), it would be beneficial to elaborate on the sampling process. Providing details on how the respondents were selected can strengthen the study's methodology section and enhance the overall rigor of the research.
3. It would be valuable to incorporate references to relevant previous research on the correlation between transactional leadership, training programs, and work motivation. This not only contextualizes your study within the existing literature but also demonstrates the contribution of your research to the field.
4. A brief discussion of the limitations of the study could add depth to your article. Addressing potential constraints, such as the specific context of XWJ Factory or any constraints in the research design, contributes to the transparency of the research process.
5. Conclude the article with recommendations for future research directions. Suggest areas where further investigation could expand upon your findings or address any remaining questions. This can guide other researchers in building upon your work and contribute to the ongoing discourse in this field.

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>

20 April 2019 19.21

Kepada: Kartavya J. Vyas <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: Kartavya J. Vyas <editor.ijphrd@gmail.com>

27 April 2019 18.41

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

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

7 Mei 2019 17.42

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 article mentions significant correlations between transactional leadership, training programs, and employees' work motivation. To enhance the depth of the analysis, consider providing the readers with information on the magnitude of these correlations. Are they strong, moderate, or weak? Including correlation coefficients or effect sizes would contribute to a more nuanced interpretation of the results.
2. While the article states that transactional leadership and training programs have a significant correlation with employees' work motivation, it would be beneficial to provide context for the practical significance of these findings. How meaningful are these correlations in the real-world context of XWJ Factory? Discussing the practical implications can make the results more applicable for practitioners and decision-makers.
3. Consider discussing potential mediating factors between transactional leadership, training programs, and work motivation. For example, are there specific aspects of the training program that are more influential? Investigating these nuances could provide a more comprehensive understanding of the mechanisms at play in building employees' mental health.
4. Given that the data collection method involves the use of questionnaires, it would be prudent to address potential limitations associated with self-report measures. Discuss the reliability and validity of the survey instrument and acknowledge any inherent biases or limitations associated with this data collection approach.
5. To add depth to the discussion on the correlation between leadership, training, and work motivation, consider comparing your findings with industry benchmarks or standards, if available. This could provide insights into whether the observed correlations are in line with or deviate from broader industry trends.

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

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Kartavya J. Vyas  
Editorial Board IJPHRD

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

8 Mei 2019 11.14

Kepada: Kartavya J. Vyas <editor.ijphrd@gmail.com>

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>

28 Mei 2019 11.12

Kepada: Kartavya J. Vyas <editor.ijphrd@gmail.com>

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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Kartavya J. Vyas <editor.ijphrd@gmail.com>

3 Juni 2019 21.13

Kepada: Sasmoko <sasmoko@binus.edu>

Dear Author(s)

**Bernadetha Nadeak, Sasmoko, Uli Erni Iriani, 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 "***Building Employees' Mental Health: The Correlation between Transactional Leadership and Training Program with Employees' Work Motivation at XWJ Factory***" 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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Kartavya J. Vyas  
Editorial Board IJPHRD



LoA\_IJPHRD\_Sasmoko.pdf

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