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Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia

M. Afif Hasbullah

Universitas Islam Darul Ulum, Lamongan, Indonesia

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- Keputusan Editor: 11 Maret 2022; [IJCJS] Acknowledgment of a new manuscript submission
- Keputusan Editor: 13 Juni 2022: [IJCJS] Editor Decision
- Submit Revisi: 10 Agustus 2022: [IJCJS] Acknowledgment of a manuscript revision submission
- Keputusan Editor: 15 September 2022: [IJCJS] Editor Decision
- Submit Revisi: 22 September 2022: [IJCJS] Acknowledgment of a manuscript revision submission
- Keputusan Editor: 15 Oktober 2022: [IJCJS] Editor Decision



M. Afif Hasbullah <afif@unisda.ac.id>

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1 message

IJCJS <no-reply@manuscriptlink.com>
To: M. Afif Hasbullah <afif@unisda.ac.id>

Fri, Dec 03, 2021, at 11:34 AM

Dear Dr. M. Afif Hasbullah,

This mail is to let you know that your account (Signin ID: afif@unisda.ac.id) was created at the online manuscript submission and peer-review system of *International Journal of Criminal Justice Sciences*.

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M. Afif Hasbullah <afif@unisda.ac.id>

IJCJS] Acknowledgment of a new manuscript submission

1 message

IJCJS <no-reply@manuscriptlink.com>
To: M. Afif Hasbullah <afif@unisda.ac.id>

Thu, Mar 03, 2022, at 02:20 PM

Dear Dr. M. Afif Hasbullah,

Thank you for submitting the following manuscript to the *International Journal of Criminal Justice Sciences*.

Track: Regular Track

Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia

Author(s): M. Afif Hasbullah

Corresponding Author: M. Afif Hasbullah

Affiliation of Corresponding Author: Universitas Islam Darul Ulum, Lamongan, Indonesia

Date of Manuscript Submission: 03-Mar-2022 (UTC)

In a couple of days, a confirmation email including the manuscript ID will be again forwarded to you when the journal manager looks through your submission and confirms it. Further progress on your submission can be checked through the following online system.

* Online System URL: <https://www.manuscriptlink.com/journals/ijcjs>

If you have any question regarding your submission, please contact the journal editor-in-chief.

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International Journal of Criminal Justice Sciences

Homepage: <https://www.ijcjs.com>

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M. Afif Hasbullah <afif@unisda.ac.id>

[IJCJS] Editor Decision

1 message

IJCJS <no-reply@manuscriptlink.com>

Fri, Mar 11, 2022, at 10:25 AM

To: M. Afif Hasbullah <afif@unisda.ac.id>

Dear Dr. M. Afif Hasbullah,

Thank you for submitting the following manuscript to the *International Journal of Criminal Justice Sciences*.

Track: Regular Track

Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia

Author(s): M. Afif Hasbullah

Corresponding Author: M. Afif Hasbullah

Affiliation of Corresponding Author: Universitas Islam Darul Ulum, Lamongan, Indonesia

Date of Manuscript Submission: 03-Mar-2022 (UTC)

The manuscript ID: IJCJS-107-2022

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M. Afif Hasbullah <afif@unisda.ac.id>

[IJCJS] Editor Decision

1 message

IJCJS <no-reply@manuscriptlink.com>
To: M. Afif Hasbullah <afif@unisda.ac.id>

Mon, Jun 13, 2021, at 01:15 PM

Dear Dr. M. Afif Hasbullah,

We have reached a decision regarding your submission to the *International Journal of Criminal Justice Sciences*, "Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia".

Our decision is: Revisions Required

Please revise your manuscript based on reviewers' comments and suggestions accordingly and resubmit your revised manuscript no later than one month. Let me know if you have any questions.

Best

Journal Editor-in-Chief
International Journal of Criminal Justice Sciences
Homepage: <https://www.ijcjs.com>

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Reviewer- A

Decision: Major revisions required

The study "*Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia*" explains the strict compliance in Indonesia that exists to cope with business laws and employment legislation, the neglecting or ignorance of which results in negative business outcomes. This research also aims to consider employment laws and Indonesian business regulations to assess the Integration between the two. For this purpose, these laws have been reviewed and implicated in the organizational performance of Indonesia. This research holds greater theoretical and practical significance and is an addition to the growing body of literature concerning corporate performance and better conduct in Indonesia. Practically, this research is a source of awareness for policymakers and regulatory authorities to assess the potential punishments and penalties in case of breaching these laws. It is a very well-written article. Overall, there are a few things that need step-wise improvement to make this work publishable.

- a. In the introduction of the paper, it is mentioned that Indonesia is a developing nation. However,

explicitly mentioning its number in Southeast Asia in terms of population and size will be a valuable addition to the existing body of literature. Moreover, the contributions that the authors wanted to make are not clear enough. It further needs a consolidated presentation and explanation. Also, the way organizations can attain sustainability and prosperity in the future needs more explanation.

- b. Throughout the literature section, the authors used similar research results to the existing research when they elaborated on their point of view without logical arguments. That weakens the arguments, and the current arguments are not persuasive enough to convince the readers that this paper has contributions. So please rewrite the literature review part, specifically explaining the Impact of Business Laws and Employment Laws on Organizational Performance.
- c. The authors should also separately discuss the Indonesian business laws in detail, along with an explanation of the Integration of employment and business laws in Indonesia.
- d. Authors should also explain Confidence in the judiciary system is built by employees if their rights are carefully protected. Without the prevalence of Indonesia's employment constraints, the employees may feel vulnerable to a variety of threats.
- e. Methodologically this study utilized secondary data derived from prior studies, publications, and case studies. In this regard, the method of analysis chosen is good.
- f. The discussion and conclusion are also presented well. However, there is still room for improvement. There is a need to present detailed implications with limitations and future directions.
- g. Authors should double-check their citations and match them with the end-text references. Moreover, there is a need to follow the APA 7th edition to record all the references in this study. Also, there is a need to add DOIs for all the references.

Reviewer -B

Decision: Major revisions required

- i. The introduction of the topic is very brief. A detailed introduction is required to better understand the research gap and research problem as to how does it emerge from prior research in this field? What did we know about it before this study was done? How can this study advance our knowledge in this area? As a developing region, Indonesia cannot get itself separated from the industrialization plan. This is because the industrial sector is rapidly growing in Indonesia. The above statement should be elaborated by the author/authors.
- ii. The literature review needs to be much more clearly written. The employment Laws of Indonesia need to be explained further, and the ideas need to be more clearly linked together. An in-depth literature review is required to build arguments and logical facts with a clear understanding of the main concepts. Particularly authors should add subsections for the explanation of the main ideas.

- iii. Implications for Indonesia's organizational performance must be added with adequate evidence.
- iv. I encourage the authors to share some more details/statics regarding the Integration of employment and business laws in Indonesia.
- v. There is a need to discuss the study results in detail independent of implications, clearly stating the significance of the results and their applicability as per the study context with specific examples from the hotel industry practices in the country. There is also a need to identify potential future research areas.
- vi. The authors should thoroughly follow the journal guidelines for quoting full-text citations.

International Journal of Criminal Justice Sciences
Homepage: <https://www.ijcjs.com>



M. Afif Hasbullah <afif@unisda.ac.id>

[IJCJS] Acknowledgment of a manuscript revision submission

1 message

IJCJS <no-reply@manuscriptlink.com>

Wed, Aug 10, 2022, at 03:10 PM

To: M. Afif Hasbullah <afif@unisda.ac.id>

Dear Dr. M. Afif Hasbullah,

Thank you for submitting the following manuscript revision to the *International Journal of Criminal Justice Sciences*.

Track: Regular Track

Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia

Author(s): M. Afif Hasbullah

Corresponding Author: M. Afif Hasbullah

Affiliation of Corresponding Author: Universitas Islam Darul Ulum, Lamongan, Indonesia

Date of Manuscript Submission: 03-Mar-2022 (UTC)

The manuscript ID: IJCJS-107-2022

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M. Afif Hasbullah <afif@unisda.ac.id>

[IJCJS] Editor Decision

1 message

IJCS <no-reply@manuscriptlink.com>
To: M. Afif Hasbullah <afif@unisda.ac.id>

Thu, Sep 15, 2022, at 11:21 AM

Dear Dr. M. Afif Hasbullah,

We have reached a decision regarding your submission to the *International Journal of Criminal Justice Sciences*, "Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia."

Our decision is: Revisions Required

Please revise your manuscript based on the reviewers' comments and suggestions accordingly and resubmit your revised manuscript no later than one month.

Let me know if you have any questions.

Best

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M. Afif Hasbullah <afif@unisda.ac.id>

[IJCJS] Acknowledgment of a manuscript revision submission

1 message

IJCJS <no-reply@manuscriptlink.com>
To: M. Afif Hasbullah <afif@unisda.ac.id>

Sat, Oct 22, 2022, at 11:32 AM

Dear Dr. M. Afif Hasbullah,

Thank you for submitting the following manuscript revision to the *International Journal of Criminal Justice Sciences*.

Track: Regular Track

Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia

Author(s): M. Afif Hasbullah

Corresponding Author: M. Afif Hasbullah

Affiliation of Corresponding Author: Universitas Islam Darul Ulum, Lamongan, Indonesia

Date of Manuscript Submission: 03-Mar-2022 (UTC)

The manuscript ID: IJCJS-107-2022

We have confirmed and forwarded your submission revision for reviewing process. Further progress on your submission can be checked through the following online system.

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If you have any question regarding your submission, please contact the journal editor-in-chief.

Best regards,

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M. Afif Hasbullah <afif@unisda.ac.id>

[IJCJS] Editor Decision

1 message

IJCJS <no-reply@manuscriptlink.com>
To: M. Afif Hasbullah <afif@unisda.ac.id>

Tue, Nov 15, 2022, at 10:55 AM

Dear Dr. M. Afif Hasbullah,

Congratulations! the following of your manuscript.

Track: Regular Track

Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia

Author(s): M. Afif Hasbullah

Corresponding Author: M. Afif Hasbullah

Affiliation of Corresponding Author: Universitas Islam Darul Ulum, Lamongan, Indonesia

Date of Manuscript Submission: 03-Mar-2022 (UTC)

The manuscript ID: IJCJS-107-2022

Has been accepted for publication in *International Journal of Criminal Justice Sciences* (Vol. 17 No. 2, 2022). Thank you for your interest in our journal. Your Journal paper would be indexed in Scopus (Elsevier), Google Scholar, Scirus, GetCited, Scribd, so on.

We look forward to receiving your subsequent research papers.

Best regards,

Journal Editor-in-Chief

International Journal of Criminal Justice Sciences

Homepage: <https://www.ijcjs.com>

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RESPONSE TO REVIEWER-A

Sr. No.	Reviewer's Comment	Response
	<p>The study "<i>Do employment and Business laws integrate? Identification of implications for organizational performance in Indonesia</i>" explains the strict compliance in Indonesia that exists to cope with business laws and employment legislation, the neglecting or ignorance of which results in negative business outcomes. This research also aims to consider employment laws and Indonesian business regulations to assess the Integration between the two. For this purpose, these laws have been reviewed and implicated in the organizational performance of Indonesia. This research holds greater theoretical and practical significance and is an addition to the growing body of literature concerning corporate performance and better conduct in Indonesia. Practically, this research is a source of awareness for policymakers and regulatory authorities to</p>	<p>Thanks very much, dear reviewer, for your kind remarks. I tried my best to revise our work.</p>

	<p>assess the potential punishments and penalties in case of breaching these laws. It is a very well-written article. Overall, there are a few things that need step-wise improvement to make this work publishable.</p>	
<p>1.</p>	<p>In the introduction of the paper, it is mentioned that Indonesia is a developing nation. However, explicitly mentioning its number in Southeast Asia in terms of population and size will be a valuable addition to the existing body of literature. Moreover, the contributions that the authors wanted to make are not clear enough. It further needs a consolidated presentation and explanation. Also, the way organizations can attain sustainability and prosperity in the future needs more explanation.</p>	<p>Dear reviewer, I have revised the introduction thoroughly, with clear contributions. The way organizations can attain sustainability and prosperity in the future has been explained.</p> <p>Please see pages 2-4</p>
<p>2.</p>	<p>Throughout the literature section, the authors used similar research results to the existing research when they elaborated on their point of view without logical arguments. That weakens the arguments, and the current arguments are not persuasive enough to convince the readers that this paper has contributions. So please rewrite the literature review part, specifically explaining the Impact of Business Laws and Employment Laws on Organizational Performance.</p>	<p>Dear reviewer, Many thanks for your kind suggestions and comments. I have now revised the literature section with logical arguments. I have also explained the Impact of Business Laws and Employment Laws on Organizational Performance</p> <p>Please see pages 5-12</p>

3	The authors should also separately discuss the Indonesian business laws in detail, along with an explanation of the Integration of employment and business laws in Indonesia.	Dear reviewer, following your kind guidelines, done. Please see pages 12-14
4	Authors should also explain Confidence in the judiciary system is built by employees if their rights are carefully protected. Without the prevalence of Indonesia's employment constraints, the employees may feel vulnerable to a variety of threats.	Many thanks, dear reviewer, Done as suggested. Please see page 15.
5	Methodologically this study utilized secondary data derived from prior studies, publications, and case studies. In this regard, the method of analysis chosen is good.	Dear reviewer, many thanks
6	The discussion and conclusion are also presented well. However, there is still room for improvement. There is a need to present detailed implications with limitations and future directions.	Dear reviewer, Done as suggested. Please see pages 17-18
7	Authors should double-check their citations and match them with the end-text references. Moreover, there is a need to follow the APA 7th edition to record all the references in this study. Also, there is a need to add DOIs for all the references.	Dear reviewer, Done as suggested.

RESPONSE TO REVIEWER-B

Sr. No.	Reviewer's Comment	Response
		Thanks a lot, dear reviewer, for allowing me to revise the manuscript.
1	The introduction of the topic is very brief. A detailed introduction is required to better understand the research gap and research problem as to how does it emerge from prior research in this field? What did we know about it before this study was done? How can this study advance our knowledge in this area? As a developing region, Indonesia cannot get itself separated from the industrialization plan. This is because the industrial sector is rapidly growing in Indonesia. The above statement should be elaborated by the author/authors.	Dear reviewer, I have revised the introduction as suggested. Please see pages 2-4
2	The literature review needs to be much more clearly written. The employment Laws of Indonesia need to be explained further, and the ideas need to be more clearly linked together. An in-depth literature review is required to build arguments and logical facts with a clear understanding of the main concepts. Particularly authors should add subsections for the explanation of the main ideas.	Dear reviewer, following your kind guidelines, I have thoroughly revised the literature review and added subsections for the explanation of the main ideas. Please see pages 5-12

3	Implications for Indonesia's organizational performance must be added with adequate evidence.	Dear reviewer, following your kind guidelines, I have added Implications for Indonesia's organizational performance. Please see page 13
4	I encourage the authors to share some more details/statics regarding the Integration of employment and business laws in Indonesia.	Dear reviewer, Done s suggested Please see page 16
5	There is a need to discuss the study results in detail independent of implications, clearly stating the significance of the results and their applicability as per the study context with specific examples from the hotel industry practices in the country. There is also a need to identify potential future research areas.	Done, Dear reviewer. Please see pages 17-18
6	The authors should thoroughly follow the journal guidelines for quoting full-text citations.	Done, Dear reviewer.

RESPONSE TO REVIEWER

Sr. No.	Reviewer's Comment	Response
	The authors' reviewers suggested acceptance of the manuscript with few changes.	Thanks a lot once again, dear reviewer, for your kind consideration and kind remarks
1.	The author/authors should add a statement in the introduction section "For any country, employment laws are very necessary for the overall economy because these laws regulate the importance of security and protection, and they also guarantee fair and equal treatment to all employees without any discrimination for the welfare of the employees, their family, organization and the country as a whole. Employment laws fall under the category of Human Rights laws, so these laws are universal in nature and important for every nation of the world."	Dear reviewer, Done Please see page 4
2.	Authors also should consider adding "The Industrial Relations Dispute Settlement Law (IRDS Law), Law No. 2, 2004"	Dear reviewer, Done Please see page 13
3	The conclusion must be followed by a subsection, i.e., Theoretical and Practical Implications	Dear reviewer, Done Please see page 18