

## [AGB] Submission Acknowledgement

**AgBioForum** <editor@agbioforum.org>

Sat, Sep 17, 2022 at 9:26 AM

To: **Cia Cai Cen** <caicen.c3@gmail.com>

Cia Cai Cen:

Thank you for submitting the manuscript, "*Maximizing Business Success: The Influence of Human Resource Management Practices , Cost -Efficient Supply Chain Management , and Top Management Support on Financial Performance*" to AGBIOFORUM.

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://agbioforum.org/manuscript/index.php/agb/authorDashboard/submission/372>

Username: caicen

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

Editor in Chief

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**AGBIOFORUM**

## [AGB] Revision request

**AgBioForum** <editor@agbioforum.org>

Thu, Oct 20, 2022 at 11:09 AM

To: **Cia Cai Cen** <caicen.c3@gmail.com>

Cia Cai Cen:

The paper "*Maximizing Business Success: The Influence of Human Resource Management Practices, Cost-Efficient Supply Chain Management, and Top Management Support on Financial Performance*" has been preliminarily reviewed.

Reviewers have given their comments on your paper. Please do the following when you resubmit your revised version:

- (i) All corrections as per the reviewers' comments and prepare a table / response letter showing corrections done. Your corrections will not be accepted in the absence of this response letter / table.
- (ii) All authors' names, emails and affiliations checked and corrected.

Please ensure the submission of the revision within 1 month of receiving this mail either both as a reply to this mail and in the online system.

The paper can be resubmitted for a review after huge improvements, and this does not guarantee it will be approved.

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Editor in Chief

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### **Reviewer A**

The manuscript under review provides a comprehensive overview of the background, context, and objectives of the study. Here are some critical points and suggestions for improvement:

1. The introduction section must discuss the aims, objectives, and research significance of a study examining the relationship between top management support, HRM practices, cost-efficient supply chain management, and financial performance. The study must highlight the significance of effective talent management, recruitment, and training in improving financial performance and cost-efficient supply chain management.
2. The authors should emphasize the importance of aligning HRM practices, top management support, and supply chain management with organizational objectives to achieve success in a competitive business landscape.
3. The theoretical framework of the study is rooted in the Resource-Based View theory, highlighting the interaction and impact of these factors on organizational outcomes. However, this part is less developed. Improve the theoretical foundation section.
4. The authors refer to tables and figures, but these are not included in the text. Consider integrating visual aids to enhance the presentation of data and make the text more reader-friendly.
5. The authors should report the Factor (VIF) and Tolerance values for the predictor variables in our study.

**Reviewer B**

The paper “Maximizing Business Success: The Influence of Human Resource Management Practices, Cost-Efficient Supply Chain Management, and Top Management Support on Financial Performance” explores the relationships between HRM practices, cost-efficient supply chain management, and financial performance in the context of the agriculture sector. Here are some suggestions for authors.

1. The introduction emphasizes the importance of various internal and external factors that influence an organization's financial outcomes. It must highlight the significance of proficient leadership, motivated labor force, optimization of procedures, market dynamics, customer preferences, and technological advancements.
2. The paper emphasizes the role of talent management, recruitment, training, and workforce development in shaping an organization's trajectory and financial performance. It should also mention the importance of cost-efficient supply chain management and top management support as the study aims to investigate the effectiveness of these factors in achieving high levels of organizational financial performance.
3. The findings of the analysis must demonstrate that Human Resource Management (HRM) practices, including talent management, recruitment, training, and workforce development, significantly influence the efficiency of supply chain management in agricultural organizations. Employees who undergo training and skill development show improved capacity to optimize the supply chain, leading to enhanced logistics, reduced errors, and decreased operational costs.
4. The paper flows logically from the background to the research gap and the proposed study. Ensure that the transition between different sections is smooth and that each paragraph logically leads to the next.
5. The conclusion of the paper needs to provide a clear overview of the study's objectives and anticipated contributions. Ensure that the reader is left with a strong understanding of the importance of the research and what the study aims to achieve.

## [AGB] Revision Submission Acknowledgement

**AgBioForum** <editor@agbioforum.org>

Sat, Nov 12, 2022 at 1:44 PM

To: **Cia Cai Cen** <caicen.c3@gmail.com>

Cia Cai Cen:

Thank you for submitting revision of the manuscript, "*Maximizing Business Success: The Influence of Human Resource Management Practices, Cost-Efficient Supply Chain Management, and Top Management Support on Financial Performance*" to AGBIOFORUM.

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Editor in Chief

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## Response to Reviewer 1

Sr. No.	Reviewer's Comment	Response
	<p>The manuscript under review provides a comprehensive overview of the background, context, and objectives of the study. Here are some critical points and suggestions for improvement:</p>	<p>Thank you for your feedback on the paper.</p>
1	<p>The introduction section must discuss the aims, objectives, and research significance of a study examining the relationship between top management support, HRM practices, cost-efficient supply chain management, and financial performance. The study must highlight the significance of effective talent management, recruitment, and training in improving financial performance and cost-efficient supply chain management.</p>	<p>Dear reviewer, many thanks.</p> <p>The introduction section now discuss the aims, objectives, and research significance of a study examining the relationship between top management support, HRM practices, cost-efficient supply chain management, and financial performance.</p> <p>The study now highlights the significance of effective talent management, recruitment, and training in improving financial performance and cost-efficient supply chain management.</p> <p>Please see pages 3-6</p>
2	<p>The authors should emphasize the importance of aligning HRM practices, top management support, and supply chain management with organizational objectives to achieve success in a competitive business landscape.</p>	<p>Many thanks dear reviewer.</p> <p>We now authors emphasized the importance of aligning HRM practices, top management support, and supply chain management with organizational objectives to achieve success in a competitive business landscape.</p> <p>Please see page 11</p>
3	<p>The theoretical framework of the study is rooted in the Resource-Based View theory, highlighting the interaction and impact of these factors on organizational outcomes. However, this part is less developed.</p>	<p>Dear reviewer, thank you.</p> <p>We have now improve the theoretical foundation section</p> <p>Please see pages 7-8</p>

	Improve the theoretical foundation section.	
4	The authors refer to tables and figures, but these are not included in the text. Consider integrating visual aids to enhance the presentation of data and make the text more reader friendly.	Dear reviewer, Thank you. Done as suggested. Please see pages 15-17 and 19
5	The authors should report the Factor (VIF) and Tolerance values for the predictor variables in our study.	Dear reviewer, Thank you. Done as suggested. Please see page 17

## Response to Reviewer 2

Sr. No.	Reviewer's Comment	Response
	<p>The paper “Maximizing Business Success: The Influence of Human Resource Management Practices, Cost-Efficient Supply Chain Management, and Top Management Support on Financial Performance” explores the relationships between HRM practices, cost-efficient supply chain management, and financial performance in the context of the agriculture sector. Here are some suggestions for authors.</p>	<p>Many thanks respected reviewer for your kind remarks and suggestions.</p>
1	<p>The introduction emphasizes the importance of various internal and external factors that influence an organization's financial outcomes. It must highlight the significance of proficient leadership, motivated labor force, optimization of procedures, market dynamics, customer preferences, and technological advancements.</p>	<p>Many thanks for your kind suggestions. The introduction now highlights the significance of proficient leadership, motivated labor force, optimization of procedures, market dynamics, customer preferences, and technological advancements Please see page 4</p>
2	<p>The paper emphasizes the role of talent management, recruitment, training, and workforce development in shaping an organization's trajectory and financial performance. It should also mention the importance of cost-efficient supply chain management and top management support as the study aims to investigate the effectiveness of these factors in achieving high levels of organizational financial performance.</p>	<p>Dear reviewer, following your kind guidelines. We have now mentioned the importance of cost-efficient supply chain management and top management support as the study aims to investigate the effectiveness of these factors in achieving high levels of organizational financial performance. Please see pages 8-11</p>

3	<p>The findings of the analysis must demonstrate that Human Resource Management (HRM) practices, including talent management, recruitment, training, and workforce development, significantly influence the efficiency of supply chain management in agricultural organizations. Employees who undergo training and skill development show improved capacity to optimize the supply chain, leading to enhanced logistics, reduced errors, and decreased operational costs.</p>	<p>Dear reviewer, Thank you for your kind suggestions.          Done as suggested.          Please see pages 19-22</p>
4	<p>The paper flows logically from the background to the research gap and the proposed study. Ensure that the transition between different sections is smooth and that each paragraph logically leads to the next.</p>	<p>Respected reviewer, Thank you.          Done as suggested throughout out the paper.</p>
5	<p>The conclusion of the paper needs to provide a clear overview of the study's objectives and anticipated contributions. Ensure that the reader is left with a strong understanding of the importance of the research and what the study aims to achieve.</p>	<p>Thank you, dear reviewer.          Done as suggested.          Please see pages 27-28</p>



**[AGB] Revision request****AgBioForum** <editor@agbioforum.org>

Thu, Dec 29, 2022 at 12:31 PM

To: **Cia Cai Cen** <caicen.c3@gmail.com>

Cia Cai Cen:

The paper "*Maximizing Business Success: The Influence of Human Resource Management Practices, Cost-Efficient Supply Chain Management, and Top Management Support on Financial Performance*" has been reviewed again.

The authors have done a good job; however, addressing the following points would enhance the overall quality, clarity, and impact of the research.

1. Now the paper effectively highlights the research gap by pointing out the limited research on the effects of green financing on carbon reduction. However, explicitly stating the significance of this contribution to the existing literature would enhance clarity.
2. The authors should align the results with previous research highlighting the positive impact of study variables.

Please ensure the submission of the revision within 1 month of receiving this mail either both as a reply to this mail and in the online system.

The paper can be resubmitted for a review after huge improvements, and this does not guarantee it will be approved.

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

Editor in Chief

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## [AGB] Revision Submission Acknowledgement

**AgBioForum** <editor@agbioforum.org>

Sat, Jan 14, 2023 at 10:50 AM

To: **Cia Cai Cen** <caicen.c3@gmail.com>

Cia Cai Cen:

Thank you for submitting revision of the manuscript, "*Maximizing Business Success: The Influence of Human Resource Management Practices, Cost-Efficient Supply Chain Management, and Top Management Support on Financial Performance*" to AGBIOFORUM.

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:

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Username: caicen

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

Editor in Chief

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## Response to Reviewers

Sr. No.	Reviewer's Comment	Response
	The authors have done a good job; however, addressing the following points would enhance the overall quality, clarity, and impact of the research.	Many thanks, Respected Reviewer, for your kind appreciation.
1	Now the paper effectively highlights the research gap by pointing out the limited research on the effects of green financing on carbon reduction. However, explicitly stating the significance of this contribution to the existing literature would enhance clarity.	Many thanks for your kind comments. Done as suggested. Please see pages 5-6
2	The authors should align the results with previous research highlighting the positive impact of study variables.	Many thanks for your kind comments. Done as suggested. Please see pages 19-22

## [AGB] Acceptance Acknowledgment

**AgBioForum** <editor@agbioforum.org>

Sat, Feb 11, 2023 at 1:13 PM

To: **Cia Cai Cen** <caicen.c3@gmail.com>

Cia Cai Cen:

### **Congratulations!**

Your paper entitled, "*Maximizing Business Success: The Influence of Human Resource Management Practices, Cost-Efficient Supply Chain Management, and Top Management Support on Financial Performance*" has been accepted for publication in AGBIOFORUM (Vol. 25 No. 1, 2023).

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.

Editor in Chief

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