

[AGB] Submission Acknowledgement

AgBioForum <editor@agbioforum.org>

Sat, Jan 14, 2023 at 9:26 AM

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

Cia Cai Cen:

Thank you for submitting the manuscript, "*Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture*" 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/373>

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

[AGBIOFORUM](#)

[AGB] Revision request

AgBioForum <editor@agbioforum.org>

Mon, Feb 20, 2023 at 11:09 AM

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

Cia Cai Cen:

The paper "*Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture*" 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.

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

Editor in Chief

AGBIOFORUM

Reviewer A

The under-reviewed manuscript is linked to Green Human Resource Management (HRM) and its impact on employee engagement, job satisfaction, organizational commitment, and environmental performance, particularly focusing on the agricultural sector. The paper highlights the significance of environmentally responsible practices in organizations and the need to investigate the effects of Green HRM on the workforce across various industries. It emphasizes the role of employee engagement as a conduit for the positive impact of Green HRM practices and the importance of organizational culture in shaping the outcomes. It is a well-written paper and needs the following adjustments.

1. The introduction should outline the research objectives of the study, which include examining the influence of Green HRM practices on job satisfaction, organizational commitment, and environmental performance, assessing their effect on employee engagement in the agricultural industry, exploring the mediating role of employee engagement, and examining the moderating role of organizational culture.
2. The literature review must depict research significance related to Green HRM practices and their outcomes, specifically focusing on job satisfaction, organizational commitment, and environmental performance.
3. The manuscript contains lengthy sentences and complex structures, which may hinder

clarity for readers. Break down complex sentences into shorter, more digestible ones. Ensure that each sentence conveys a clear and concise message.

4. The structured research methodology outlines the research design, sampling technique, data collection, and respondents' characteristics. The authors should conclude by providing an overview of the quantitative survey methodology employed and its time-lagged approach to investigate the relationships between variables. Ethical considerations regarding informed consent, confidentiality, and data security should also be highlighted.
5. The conclusion provides a good summary but lacks a clear restatement of the main findings. The authors should explicitly state the key contributions of the study.

Reviewer B

The manuscript "Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture" is an interesting piece of research. It is very well executed by the authors. Here is a few suggestions for authors to improve the quality and make it worth publishing in a prestigious journal.

1. The authors should provide a comprehensive overview of the research area, highlight the research gap regarding the impact of Green HRM practices on the agricultural workforce, and outline the specific aims and objectives of the study.
2. The moderating role of organizational culture in enhancing the association between Green HRM practices and employee engagement must be discussed in detail.
3. The results section briefly mentions a positive correlation between the study variables. To enhance the quality of the results, the authors should include detailed statistical information, such as regression coefficients or correlation coefficients, to support their conclusions.
4. The implications section is informative but could benefit from a more explicit link between the research findings and specific recommendations. The authors should provide concrete suggestions for policymakers based on their results.
5. The discussion of the results is somewhat repetitive and could be more focused. It would be helpful to emphasize the most crucial findings and their implications.

[AGB] Revision Submission Acknowledgement

AgBioForum <editor@agbioforum.org>

Tue, Mar 14, 2023 at 1:44 PM

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

Cia Cai Cen:

Thank you for submitting revision of the manuscript, "*Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture*" 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/373>

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

[AGBIOFORUM](#)

Response to Reviewer 1

Sr. No.	Reviewer's Comment	Response
	<p>The under-reviewed manuscript is linked to Green Human Resource Management (HRM) and its impact on employee engagement, job satisfaction, organizational commitment, and environmental performance, particularly focusing on the agricultural sector. The paper highlights the significance of environmentally responsible practices in organizations and the need to investigate the effects of Green HRM on the workforce across various industries. It emphasizes the role of employee engagement as a conduit for the positive impact of Green HRM practices and the importance of organizational culture in shaping the outcomes. It is a well-written paper and needs the following adjustments.</p>	<p>Thank you for your feedback on the paper.</p>
1	<p>The introduction should outline the research objectives of the study, which include examining the influence of Green HRM practices on job satisfaction, organizational commitment, and environmental performance, assessing their effect on employee engagement in the agricultural industry, exploring the mediating role of employee engagement, and examining the moderating role of organizational culture.</p>	<p>Dear reviewer, many thanks.</p> <p>The introduction now outlines the research objectives of the study, which include examining the influence of Green HRM practices on job satisfaction, organizational commitment, and environmental performance, assessing their effect on employee engagement in the agricultural industry, exploring the mediating role of employee engagement, and examining the moderating role of organizational culture.</p>

		Please see pages 1-7
2	The literature review must depict research significance related to Green HRM practices and their outcomes, specifically focusing on job satisfaction, organizational commitment, and environmental performance.	<p>Many thanks dear reviewer.</p> <p>The literature review now depicts research significance related to Green HRM practices and their outcomes, specifically focusing on job satisfaction, organizational commitment, and environmental performance. Please see pages 8-14</p>
3	The manuscript contains lengthy sentences and complex structures, which may hinder clarity for readers. Break down complex sentences into shorter, more digestible ones. Ensure that each sentence conveys a clear and concise message.	<p>Dear reviewer, thank you.</p> <p>Done as suggested.</p>
4	The structured research methodology outlines the research design, sampling technique, data collection, and respondents' characteristics. The authors should conclude by providing an overview of the quantitative survey methodology employed and its time-lagged approach to investigate the relationships between variables. Ethical considerations regarding informed consent, confidentiality, and data security should also be highlighted.	<p>Dear reviewer, Thank you.</p> <p>We have now concluded the method section by providing an overview of the quantitative survey methodology employed and its time-lagged approach to investigate the relationships between variables. Ethical considerations regarding informed consent, confidentiality, and data security should also be highlighted.</p> <p>Please see pages 15-16</p>
5	The conclusion provides a good summary but lacks a clear restatement of the main findings. The authors should explicitly state the key contributions of the study.	<p>Dear reviewer, Thank you.</p> <p>We have now explicitly stated the key contributions of the study.</p> <p>Please see pages 27-28</p>

Response to Reviewer 2

Sr. No.	Reviewer's Comment	Response
	<p>The manuscript "Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture" is an interesting piece of research. It is very well executed by the authors. Here is a few suggestions for authors to improve the quality and make it worth publishing in a prestigious journal.</p>	<p>Many thanks respected reviewer for your kind remarks and suggestions.</p>
1	<p>The authors should provide a comprehensive overview of the research area, highlight the research gap regarding the impact of Green HRM practices on the agricultural workforce, and outline the specific aims and objectives of the study.</p>	<p>Many thanks for your kind suggestions. We have now provided a comprehensive overview of the research area, highlighting the research gap regarding the impact of Green HRM practices on the agricultural workforce, and outline the specific aims and objectives of the study.</p> <p>Please see pages 3-5</p>
2	<p>The moderating role of organizational culture in enhancing the association between Green HRM practices and employee engagement must be discussed in detail.</p>	<p>Dear reviewer, following your kind guidelines.</p> <p>We have now explained the moderating role of organizational culture in enhancing the association between Green HRM practices and employee engagement.</p> <p>Please see pages 14-15</p>
3	<p>The results section briefly mentions a positive correlation between the study variables. To enhance the quality of the results, the authors should include detailed statistical information, such as regression</p>	<p>Dear reviewer, Thank you for your kind suggestions.</p> <p>Done as suggested.</p> <p>Please see pages 17-18</p>

	coefficients or correlation coefficients, to support their conclusions.	
4	The implications section is informative but could benefit from a more explicit link between the research findings and specific recommendations. The authors should provide concrete suggestions for policymakers based on their results.	Respected reviewer, Thank you. Done as suggested. Please see pages 24-26
5	The discussion of the results is somewhat repetitive and could be more focused. It would be helpful to emphasize the most crucial findings and their implications.	Thank you, dear reviewer. Done as suggested. Please see pages 22-24

[AGB] Revision request

AgBioForum <editor@agbioforum.org>

Thu, May 11, 2023 at 12:31 PM

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

Cia Cai Cen:

The paper "*Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture*" has been reviewed again.

Addressing the reviewers' comments enhanced the overall quality and impact of the paper. Here are a few more suggestions to make it more accessible and relevant to a broader audience.

1. The theoretical framework of the study is based on Social Exchange Theory, which explores the interactions between individuals and organizations. This needs to be more detailed and thorough.
2. The results section needs to add descriptive statistics, VIF and tolerance values, and model fit indices conducted in the study.
3. The authors need to explain that the descriptive statistics indicate positive perceptions and satisfactory validity and reliability measures for the constructs examined, including Green HRM Practices, Employee Engagement, Job Satisfaction, Organizational Commitment, Environmental Performance, and Organizational Culture.

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

AGBIOFORUM

[AGB] Revision Submission Acknowledgement

AgBioForum <editor@agbioforum.org>

Sat, Jun 03, 2023 at 10:50 AM

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

Cia Cai Cen:

Thank you for submitting revision of the manuscript, "*Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture*" 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/373>

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

[AGBIOFORUM](#)

Response to Reviewers

Sr. No.	Reviewer's Comment	Response
	Addressing the reviewers' comments enhanced the overall quality and impact of the paper. Here are a few more suggestions to make it more accessible and relevant to a broader audience.	Many thanks, Respected Reviewer, for your kind appreciation.
1	The theoretical framework of the study is based on Social Exchange Theory, which explores the interactions between individuals and organizations. This needs to be more detailed and thorough.	Many thanks for your kind comments. Done as suggested. Please see pages 7-8
2	The results section needs to add descriptive statistics, VIF and tolerance values, and model fit indices conducted in the study.	Many thanks for your kind comments. Done as suggested. Please see pages 16 and 18
3	The authors need to explain that the descriptive statistics indicate positive perceptions and satisfactory validity and reliability measures for the constructs examined, including Green HRM Practices, Employee Engagement, Job Satisfaction, Organizational Commitment, Environmental Performance, and Organizational Culture.	Many thanks for your kind comments. Done as suggested. Please see page 17

[AGB] Acceptance Acknowledgment**AgBioForum** <editor@agbioforum.org>

Tue, Jul 11, 2023 at 1:13 PM

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

Cia Cai Cen:

Congratulations!

Your paper entitled, "*Studying the Impact of Green Human Resource Management Practices on Sustainable Workforce: The Integration of Employee Engagement with Organizational Culture*" has been accepted for publication in AGBIOFORUM (Vol. 25 No. 2, 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

AGBIOFORUM