

[JMPM] Submission Acknowledgement**JOURNAL OF MODERN PROJECT MANAGEMENT** <info@journalmodernpm.com>

Wed, Aug 09, 2023 at 1:54 PM

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

Cia Cai Cen:

Thank you for submitting the manuscript, "*How do financial institutions leverage the benefits of E-learning training programs? A Moderate mediation study conducted in financial institutions in Indonesia*" to JOURNAL OF MODERN PROJECT MANAGEMENT.

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://journalmodernpm.com/manuscript/index.php/jmpm/user/register?source=>
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

JOURNAL OF MODERN PROJECT MANAGEMENT

[JMPPM] Revision request**JOURNAL OF MODERN PROJECT MANAGEMENT** <info@journalmodernpm.com>

Fri, Aug 25, 2023 at 10:44 AM

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

Cia Cai Cen:

The paper "*How do financial institutions leverage the benefits of E-learning training programs? A Moderate mediation study conducted in financial institutions in Indonesia*" 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

JOURNAL OF MODERN PROJECT MANAGEMENT**Reviewer A**

Dear Authors, I have carefully reviewed your research paper and would like to commend you for your efforts in conducting this study. Your research addresses an important issue in the field, and the methodology employed is robust. I found the paper well-structured and the analysis comprehensive. However, there are some significant areas that require attention, and I will provide detailed feedback on these points in my review. I believe that with some revisions, your paper has the potential to make a valuable contribution to the existing literature. Here are some prominent shortcomings in this research paper which need your consideration:

1. The abstract and introduction do not clearly define the specific objectives or research questions of the study. While it mentions examining the effects of E-learning training programs, it does not provide a concise statement of what the study aims to achieve.
2. The introduction mentions the importance of human resources and training but fails to establish a compelling rationale for why the study of E-learning training programs in Indonesian financial institutions is important. The "dearth of research" is mentioned but without specific evidence or context.
3. The literature review is not comprehensive, lacking a thorough discussion of existing research on the topic. It is important to provide a detailed overview of previous studies, findings, and gaps in the literature to justify the need for the current research.
4. The paper states that data was collected from employees of various financial institutions in Indonesia, but it does not discuss how the sample was selected or if it is truly representative of the broader population. The absence of information about the sampling method raises

concerns about the generalizability of the findings.

5. While the paper discusses practical implications, it lacks specific recommendations for organizations or policymakers. Providing actionable guidance based on the findings is essential for the paper to have a real-world impact.

Reviewer B

I want to express my appreciation for providing me an opportunity to review this research paper. The study explores an intriguing research question, and authors dedication to this work is evident. After conducting a thorough review, I have identified several strengths and areas that need improvement in the paper. I will provide constructive feedback on both the positive aspects and the aspects that require further development. I believe that with the necessary revisions, this paper can become a valuable addition to the academic discourse.

1. The abstract do not provide any information about the methodology employed for data collection and analysis. The absence of this crucial information makes it difficult for readers to understand how the research was conducted.
2. The introduction mentions hypotheses, but these are not explicitly stated in a clear, concise format. Research questions and hypotheses should be presented clearly to guide the study. The introduction briefly mentions the Indonesian financial system, but it lacks in-depth context about the specific challenges or unique features of this context that make the study relevant.
3. The paper mentions the use of a Likert scale but does not provide any information on how the questions were developed or validated. It is crucial to discuss how the questionnaire was designed and tested for reliability and validity.
4. The paper mentions mediation and moderation hypotheses but doesn't provide sufficient detail on the statistical methods or models used to test these hypotheses. Readers need a clear explanation of how these analyses were conducted and the results.
5. The paper seems to make broad claims about the positive impact of E-learning programs on various outcomes. It's important to acknowledge that the impact of such programs can vary depending on context and implementation. The study should discuss the limitations of generalizing findings to other settings.

[JMPM] Revision Submission Acknowledgement**JOURNAL OF MODERN PROJECT MANAGEMENT** <info@journalmodernpm.com>

Wed, Sep 13, 2023 at 12:50 PM

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

Cia Cai Cen:

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Editor in Chief

[JOURNAL OF MODERN PROJECT MANAGEMENT](#)

Response to Reviewer 1

Sr. No.	Reviewer's Comment	Response
	<p>Dear Authors, I have carefully reviewed your research paper and would like to commend you for your efforts in conducting this study. Your research addresses an important issue in the field, and the methodology employed is robust. I found the paper well-structured and the analysis comprehensive. However, there are some significant areas that require attention, and I will provide detailed feedback on these points in my review. I believe that with some revisions, your paper has the potential to make a valuable contribution to the existing literature. Here are some prominent shortcomings in this research paper which need your consideration:</p>	<p>Dear reviewer,</p> <p>We would like to express our gratitude for taking the time to review this paper. Your expertise in the field and critical insights will be invaluable in assessing the quality and rigor of this research. Your thorough review will undoubtedly contribute to the refinement and strengthening of this work.</p>
1	<p>The abstract and introduction do not clearly define the specific objectives or research questions of the study. While it mentions examining the effects of E-learning training programs, it does not provide a concise statement of what the study aims to achieve.</p>	<p>Many thanks dear reviewer. Done as suggested. Please see page 1</p>
2	<p>The introduction mentions the importance of human resources and training but fails to establish a compelling rationale for why the study of E-learning training programs in Indonesian financial institutions is important. The "dearth of research" is mentioned but without specific evidence or context.</p>	<p>Many thanks dear reviewer. Done as suggested. Please see page 2-4</p>

3	The literature review is not comprehensive, lacking a thorough discussion of existing research on the topic. It is important to provide a detailed overview of previous studies, findings, and gaps in the literature to justify the need for the current research.	Dear reviewer, thank you. Done as suggested. Please see pages 5-14
4	The paper states that data was collected from employees of various financial institutions in Indonesia, but it does not discuss how the sample was selected or if it is truly representative of the broader population. The absence of information about the sampling method raises concerns about the generalizability of the findings.	Dear reviewer, Thank you. Done as suggested. Please see pages 15-17
5	While the paper discusses practical implications, it lacks specific recommendations for organizations or policymakers. Providing actionable guidance based on the findings is essential for the paper to have a real-world impact.	Dear reviewer, Thank you. Done as suggested. Please see pages 21-24

Response to Reviewer 2

Sr. No.	Reviewer's Comment	Response
	<p>I want to express my appreciation for providing me an opportunity to review this research paper. The study explores an intriguing research question, and authors dedication to this work is evident. After conducting a thorough review, I have identified several strengths and areas that need improvement in the paper. I will provide constructive feedback on both the positive aspects and the aspects that require further development. I believe that with the necessary revisions, this paper can become a valuable addition to the academic discourse.</p>	<p>Many thanks respected reviewer. We appreciate your commitment to the peer review process and your willingness to provide feedback on this research paper. Your thoughtful evaluation and suggestions will contribute significantly to the refinement and improvement of this study. Your expertise in this area is highly regarded, and we eagerly await your feedback to enhance the quality of this revised version of research paper. Thank you for your time and dedication.</p>
1	<p>The abstract do not provide any information about the methodology employed for data collection and analysis. The absence of this crucial information makes it difficult for readers to understand how the research was conducted.</p>	<p>Many thanks for your kind suggestions. Done as suggested. Please see pages 1</p>
2	<p>The introduction mentions hypotheses, but these are not explicitly stated in a clear, concise format. Research questions and hypotheses should be presented clearly to guide the study. The introduction briefly mentions the Indonesian financial system, but it lacks in-depth context about the specific challenges or unique features of this context that make the study relevant.</p>	<p>Dear reviewer, following your kind guidelines. Done as suggested. Please see pages 3-4</p>
3	<p>The paper mentions the use of a Likert scale but does not provide any information on</p>	<p>Dear reviewer, Thank you for your kind suggestions.</p>

	how the questions were developed or validated. It is crucial to discuss how the questionnaire was designed and tested for reliability and validity.	Done as suggested. Please see page 16
4	The paper mentions mediation and moderation hypotheses but doesn't provide sufficient detail on the statistical methods or models used to test these hypotheses. Readers need a clear explanation of how these analyses were conducted and the results.	Respected reviewer, Thank you. Done as suggested. Please see pages 11-14
5	The paper seems to make broad claims about the positive impact of E-learning programs on various outcomes. It's important to acknowledge that the impact of such programs can vary depending on context and implementation. The study should discuss the limitations of generalizing findings to other settings.	Thank you, dear reviewer. Done as suggested. Please see pages 19-21

[JMPPM] Revision request**JOURNAL OF MODERN PROJECT MANAGEMENT** <info@journalmodernpm.com>

Thu, Sep 28, 2023 at 11:09 AM

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

Cia Cai Cen:

The paper "*How do financial institutions leverage the benefits of E-learning training programs? A Moderate mediation study conducted in financial institutions in Indonesia*" has been reviewed again.

The revised version of the paper provided more detailed information about its methodology, sample, and statistical analysis, as well as addressed the limitations and offer more specific practical recommendations. These improvements would enhance the credibility and utility of the research. However, reviewers suggested these minor revisions.

1. The paper focuses on employees' perspectives and their responses to E-learning programs. However, it fails to include managerial or supervisory perspectives. Understanding the views of managers who oversee the performance of employees is essential for a comprehensive assessment of the impact of E-learning programs.
2. The paper mentions controlling for variables like experience but doesn't provide details on how this was done or what other variables were controlled for. It's crucial to be transparent about what variables were controlled to avoid potential biases.
3. While the abstract mentions using the Human Capital Theory as a framework, the introduction and literature review do not sufficiently explain or integrate this theory into the study. The theory's application and relevance should be better elucidated.

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

JOURNAL OF MODERN PROJECT MANAGEMENT

[JMPM] Revision Submission Acknowledgement**JOURNAL OF MODERN PROJECT MANAGEMENT** <info@journalmodernpm.com>

Fri, Oct 13, 2023 at 9:35 AM

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

Cia Cai Cen:

Thank you for submitting revision of the manuscript, "*How do financial institutions leverage the benefits of E-learning training programs? A Moderate mediation study conducted in financial institutions in Indonesia*" to JOURNAL OF MODERN PROJECT MANAGEMENT.

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

JOURNAL OF MODERN PROJECT MANAGEMENT

Response to Reviewers

Sr. No.	Reviewer's Comment	Response
	<p>The revised version of the paper provided more detailed information about its methodology, sample, and statistical analysis, as well as addressed the limitations and offer more specific practical recommendations. These improvements would enhance the credibility and utility of the research. However, reviewers suggested these minor revisions.</p>	<p>Many thanks, Respected Reviewer, for your kind appreciation.</p>
1	<p>The paper focuses on employees' perspectives and their responses to E-learning programs. However, it fails to include managerial or supervisory perspectives. Understanding the views of managers who oversee the performance of employees is essential for a comprehensive assessment of the impact of E-learning programs.</p>	<p>Many thanks for your kind comments. Done as suggested. Please see pages 7-11</p>
2	<p>The paper mentions controlling variables like experience but doesn't provide details on how this was done or what other variables were controlled for. It's crucial to be transparent about what variables were controlled to avoid potential biases.</p>	<p>Many thanks for your kind comments. Done as suggested throughout the paper.</p>
3	<p>While the abstract mentions using the Human Capital Theory as a framework, the introduction and literature review do not sufficiently explain or integrate this theory into the study. The theory's application and relevance should be better elucidated.</p>	<p>Many thanks for your kind comments. Done as suggested. Please see pages 4 and 16</p>

[JMPM] Acceptance Acknowledgment**JOURNAL OF MODERN PROJECT MANAGEMENT** <info@journalmodernpm.com>

Fri, Oct 27, 2023 at 12:01 PM

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

Cia Cai Cen:

Congratulations!

Your paper entitled, "*How do financial institutions leverage the benefits of E-learning training programs? A Moderate mediation study conducted in financial institutions in Indonesia*" has been accepted for publication in JOURNAL OF MODERN PROJECT MANAGEMENT (Vol. 11 No. 02, 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

JOURNAL OF MODERN PROJECT MANAGEMENT