



Yusak Hudiyo &lt;yusak.hudiyo@fkip.unmul.ac.id&gt;

---

## Confirm co-authorship of submission to Heliyon

---

Heliyon <em@editorialmanager.com>  
Reply-To: Heliyon <info@heliyon.com>  
To: Yusak Hudiyo <yusak.hudiyo@fkip.unmul.ac.id>

Wed, Dec 8, 2021 at 3:24 PM

\*This is an automated message.\*

INTERNATIONAL STANDARD SCHOOL PILOT MANAGEMENT: ACCESSIBILITY ISSUES FOR THE POOR COMMUNITY: CONDITIONS AND CAUSING FACTORS IN THE CITY OF SAMARINDA by Dr. Laili Komariyah

Dear Hudiyo,

You have been listed as a contributing author for the above referenced manuscript. Please confirm whether you are a contributing author by clicking one of the following links.

Yes, I made a significant contribution to this manuscript and meet the criteria for authorship (detailed in the Guide for Authors of Heliyon)

<https://www.editorialmanager.com/heliyon/l.asp?i=2417548&I=RHY4A8ER>. You may be asked to register to complete this confirmation. Once complete, you will be able to view the status of the submission as it goes through the editorial process by logging in at <https://www.editorialmanager.com/heliyon/>.

No, I did not contribute significantly to this manuscript and do not meet the criteria for authorship:  
<https://www.editorialmanager.com/heliyon/l.asp?i=2417549&I=OLN32TOG>.

If, for any reason, the above links do not work, please log in as an author at <https://www.editorialmanager.com/heliyon/>.

Thank you in advance for your confirmation.

Kind regards,  
Heliyon

More information and support

FAQ: What is Editorial Manager Co-Author registration?

[https://service.elsevier.com/app/answers/detail/a\\_id/28460/supporthub/publishing/kw/co-author+editorial+manager/](https://service.elsevier.com/app/answers/detail/a_id/28460/supporthub/publishing/kw/co-author+editorial+manager/)

You will find information relevant for you as an author on Elsevier's Author Hub: <https://www.elsevier.com/authors>

FAQ: How can I reset a forgotten password?

[https://service.elsevier.com/app/answers/detail/a\\_id/28452/supporthub/publishing/](https://service.elsevier.com/app/answers/detail/a_id/28452/supporthub/publishing/)

For further assistance, please visit our customer service site: <https://service.elsevier.com/app/home/supporthub/publishing/>

Here you can search for solutions on a range of topics, find answers to frequently asked questions, and learn more about Editorial Manager via interactive tutorials. You can also talk 24/7 to our customer support team by phone and 24/7 by live chat and email

---

In compliance with data protection regulations, you may request that we remove your personal registration details at any time. (Use the following URL: <https://www.editorialmanager.com/heliyon/login.asp?a=r>). Please contact the publication office if you have any questions.



Yusak Hudyono &lt;yusak.hudyono@fkip.unmul.ac.id&gt;

---

**[ESTP] Editor Decision**

---

**ESTP Journal** <estpjournal@gmail.com>

Sun, Jan 9, 2022 at 11:46 PM

To: Laili Komariyah <laili.komariyah@fkip.unmul.ac.id>, Widyatmike Gede Mulawarman <widyatmike@fkip.unmul.ac.id>, Nurlaili Nurlaili <nurlaili@fkip.unmul.ac.id>, Suryaningsi Suryaningsi <suryaningsi@fkip.unmul.ac.id>, Yusak Hudyono <yusak.hudyono@fkip.unmul.ac.id>, Warman Warman <warman@fkip.unmul.ac.id>, Aziz Thaba <azizthaba@isp3matutu.ac.id>

Laili Komariyah, Widyatmike Gede Mulawarman, Nurlaili Nurlaili, Suryaningsi Suryaningsi, Yusak Hudyono, Warman Warman, Aziz Thaba:

We have reached a decision regarding your submission to Educational Sciences: Theory & Practice, "RELATIONSHIP OF HUMAN RESOURCE MANAGEMENT PRACTICES, COMPETITIVE ADVANTAGES, AND PERSON-ORGANIZATION FIT AS A MEDIATION VARIABLES".

Our decision is: Revisions Required

-----  
Reviewer A and B:

On first sight the paper appeared to be within the scope of the journal as it referred to management educators, civil servant teachers in Samarinda City Senior High School and hence, permission was given to review this paper.

However, the academic panel and the reviewers are now of the view that this paper needs drastic changes to fit within the scope of the journal. Please read the reviews and revise your paper accordingly

The paper entitled *Relationship Of Human Resource Management Practices, Competitive Advantages, And Person-Organization Fit As A Mediation Variables* does not fit in the scope of this journal unless the author relate it to education or educational practices. Please follow the following suggestions and resubmit for review

1. You have prepared this research paper as a study conducted on teachers who are Civil Servants at SMA Negeri Kota Samarinda. Your focus should be on the questions whether advancement of science and technology really lead to produce quality teachers (human resources) in schools and that their performance and achievements would help to achieve educational goals. Hence your title should be A study of Relationship Of Human Resource Management Practices, Competitive Advantages, And Person-Organization Fit As A Mediation Variable in Indonesian High Schools
2. Having changed the title, you need to clarify in both abstract and introduction that human resources refer to teachers, competitive advantage refers to key performance indicators (KPIs) and Person-Organization Fit refers to Teacher-student relationship
3. Please also remove words like company and employee and replace them by educational institution and teaching staff or faculty. Likewise, customer and consumers should be replaced with students
4. Also it is not clear how civil servant teachers are associated with Samarinda City Senior High School
5. In short, you need to review the whole paper and change its orientation to education and educational practices rather than industry, business, marketing, customers and so on.

Desiosn : Resubmit for review

(with a response letter explaining what changes have you made. Please note that without a response letter, the revision will not be accepted)

Recommendation: Resubmit for Review

-----

---

Educational Sciences: Theory & Practice



Yusak Hudyono &lt;yusak.hudyono@fkip.unmul.ac.id&gt;

---

**[ESTP] Editor Decision**

---

**ESTP Journal** <estpjournal@gmail.com>

Mon, Jan 31, 2022 at 10:56 AM

To: Laili Komariyah <laili.komariyah@fkip.unmul.ac.id>, Widyatmike Gede Mulawarman <widyatmike@fkip.unmul.ac.id>, Nurlaili Nurlaili <nurlaili@fkip.unmul.ac.id>, Suryaningsi Suryaningsi <suryaningsi@fkip.unmul.ac.id>, Yusak Hudyono <yusak.hudyono@fkip.unmul.ac.id>, Warman Warman <warman@fkip.unmul.ac.id>, Aziz Thaba <azizthaba@isp3matutu.ac.id>

Laili Komariyah, Widyatmike Gede Mulawarman, Nurlaili Nurlaili, Suryaningsi Suryaningsi, Yusak Hudyono, Warman Warman, Aziz Thaba:

We have reached a decision regarding your submission to Educational Sciences: Theory & Practice, "RELATIONSHIP OF HUMAN RESOURCE MANAGEMENT PRACTICES, COMPETITIVE ADVANTAGES, AND PERSON-ORGANIZATION FIT AS A MEDIATION VARIABLES".

Our decision is to: Accept Submission

Please find the attachment to get an acceptance letter and payment invoice. You need to make the payment within 7 days. After payment send us payment proof and final version paper. Your paper should have all the authors name, affiliations, email address and ORCID IDs.

Regards  
Editorial Team

---

[Educational Sciences: Theory & Practice](#)

---

**2 attachments****B-ESTP-1454-2022 (Invoice).docx**  
82K**B-ESTP-1454-2022 (Acceptance).docx**  
92K