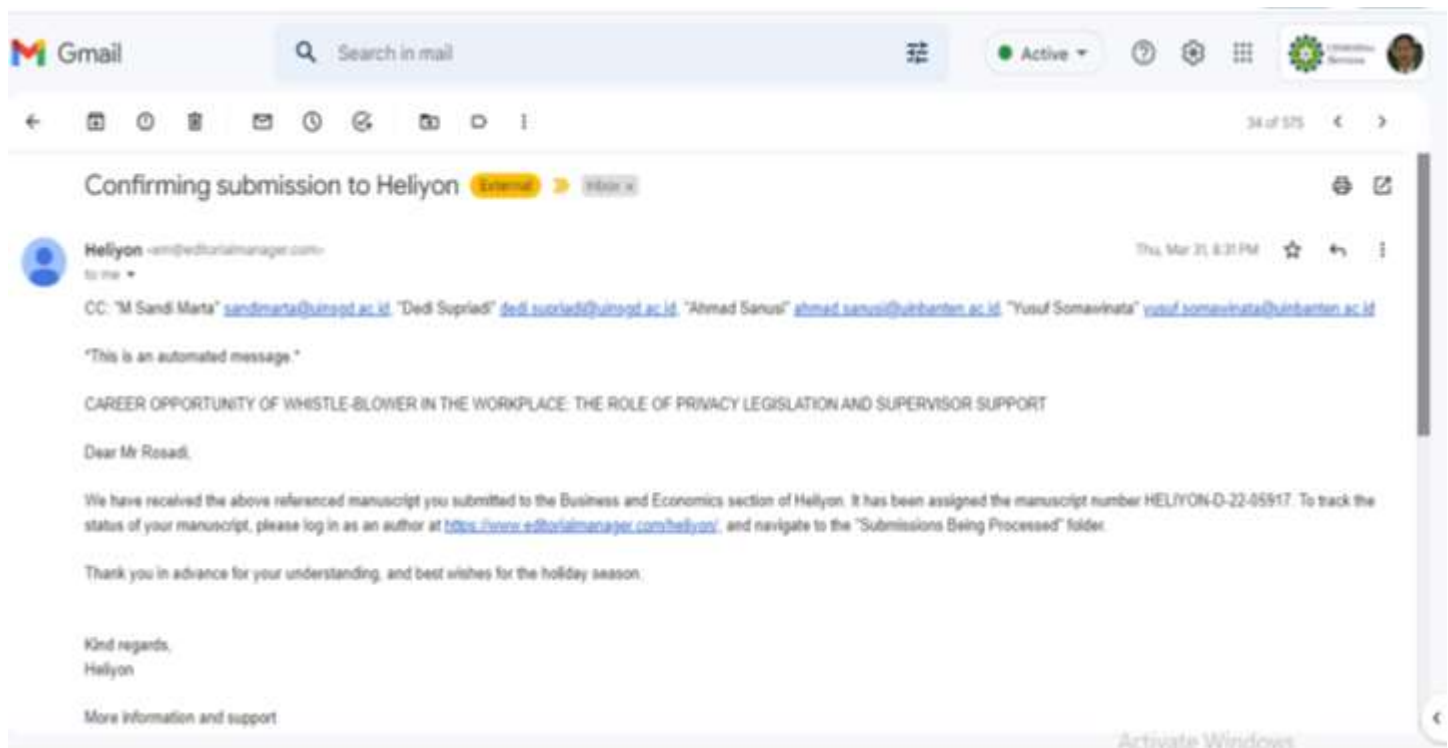
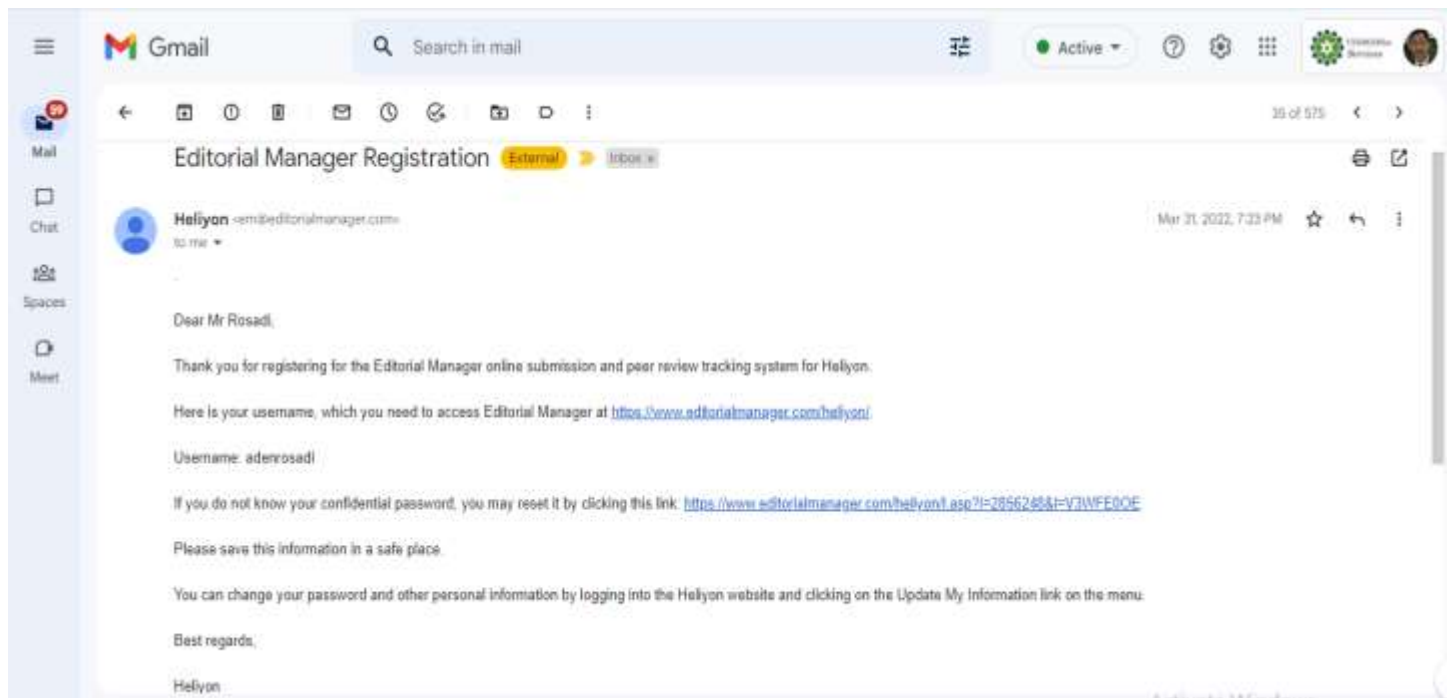


BUKTI KORESPONDENSI PENULIS

CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION  
AND SUPERVISOR SUPPORT



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Send Back to Author: Identifying information External Inbox

Heliyon [em@editorialmanager.com](mailto:em@editorialmanager.com) Apr 2, 2022, 8:30 AM

Article Title: CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT  
Corresponding Author: Mr Aden Rosadi

Dear Mr Rosadi,

Your submission entitled "CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT" has been received by Heliyon.

At submission you opted for your submission to undergo double-anonymized peer review. We've noticed that your paper contains information that reveals you or your co-authors' identities. We would like to give you the opportunity to remove or conceal this information before progressing and restrict your authorship list to the cover letter.

1. Please include list of author's names, affiliations and their contact details in the cover letter of this submission
2. Please include your full questionnaire as a supplementary file as part of your resubmission, this will be needed for the peer review process.

Alternatively, if you do not mind revealing your identity to reviewers of your work, you may change your peer review preference via the relevant question at resubmission.

Please log onto Editorial Manager as an Author:

<https://www.editorialmanager.com/heliyon/>

1. Go to the menu item "Submissions/Revisions Sent Back to Author"
2. Click "Edit Submission/Revision"
3. Click on the relevant submission step on the left-hand menu.
4. Provide or modify the item information as appropriate
5. Go to "Attach Files" and "Build PDF for my Approval"
6. View and Approve your new PDF file including the changed item(s), or if needed, Edit again.

Thank you for submitting your work to the journal, and if you have any questions, please do not hesitate to contact me.

Yours sincerely,  
Heliyon

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Track the status of your submission to Heliyon External Inbox

Submission Tracker [mc-reply@subscriptions.elsevier.com](mailto:mc-reply@subscriptions.elsevier.com) Sat, Jun 11, 11:20 AM

Manuscript Number: HELIYON-D-22-05917  
Manuscript Title: CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT  
Journal: Heliyon

Dear Aden Rosadi,

Your submitted manuscript is currently under review. The peer review process can take a while, so we are trying out a new service that allows you to track the peer review status of your submission in more detail. You can access the service here:  
<https://track.auth@subscriptions.elsevier.com?uid=34e3155-53d8-4a7b-8e72-417ed2fa1d7e>

This page will remain active until the peer review process for your submission is completed. You can visit the page whenever you like to check the progress of your submission. The page does not require a login, so you can also share the link with your co-authors.

We hope you find this service useful.

Kind regards,  
Journal Office of Heliyon  
Elsevier B.V.

Decision on submission HELIYON-D-22-05917 to Heliyon External Inbox Heliyon <em@editorialmanager.com>  
to meJun 26, 2022, 11:38 PM   

Manuscript Number: HELIYON-D-22-05917

Title: CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT

Journal: Heliyon

Dear Mr Rosadi,

Thank you for submitting your manuscript to Heliyon. We have completed the review of your manuscript and a summary is appended below. The reviewers recommend major revisions are required before publication can be considered. If you are able to address all reviewer comments in full, I invite you to resubmit your manuscript. We ask that you respond to each reviewer comment by either outlining how the criticism was addressed in the revised manuscript or by providing a rebuttal to the criticism.

This should be carried out in a point-by-point fashion as illustrated here: <https://www.cell.com/heliyon/guide-for-authors#Revisions>.

To allow the editors and reviewers to easily assess your revised manuscript, we also ask that you upload a version of your manuscript highlighting any revisions made. You may wish to use Microsoft Word's Track Changes tool or, for LaTeX files, the latexdiff Perl script (<https://ctan.org/pkg/latexdiff>). To submit your revised manuscript, please log in as an author at <https://www.editorialmanager.com/heliyon/> and navigate to the "Submissions Needing Revision" folder.

Your revision due date is Aug 07, 2022. We understand that the COVID-19 pandemic may well be causing disruption for you and your colleagues. If that is the case for you and it has an impact on your ability to make revisions to address the concerns that came up in the review process, please reach out to us. I look forward to receiving your revised manuscript.

Kind regards,

Martin Thomas Falk, PhD

Associate Editor - Business &amp; Economics

Heliyon

Editor and Reviewer comments:

Comments from the Associate Editor

Reviewers have now commented on your work. You will see that they are advising that you revise your manuscript. If you are prepared to undertake the work required, we would be pleased to review a revision.

Please justify the method (hierarchical regression). Please add information of the software code. Cross sectional data is used. The regression coefficients should not be treated as causal evidence. In principle cross sectional data are not sufficient to identify causal links. Please be careful in the interpretation of results (e.g., not writing "x impacts y", or "has effect on") and generally create awareness that a correlation does not necessarily indicate causation. If you want to estimate impacts or effects and you want to deal with endogeneity you have use instrumental variable methods, control function approaches, propensity score matching, experiments and natural experiments. I also suggest to perform robustness tests.

Reporting of the results must be improved (see the reference below)

The language is not always smooth. Proofreading is needed.

Pesämaa, O., Zerkani, O., Hakki, J., & Huemann, M. (2021). Publishing quantitative papers with rigor and transparency. *International Journal of Project Management*, 39(3), 217-222

Kind regards

(i.e., its motivation, the gap in understanding that the paper is trying to address, and a summary of theoretical contributions).

Paragraph 3 explains what we need to find out.

Paragraph 4 explains briefly what this paper will do to find out, the method, etc.

Paragraph 5, with no references, explains the structure of this paper.

**Methods:** This is one of the most critical parts of the paper that found lacking detail.

The method should be adequately described to show how the research was conducted to improve clarity and transparency.

What were the reasons for using the STATA 13 software?

How is the model fitted?

How the validity and reliability of the questionnaire were measured before sending the questionnaires?

**Results:** In the discussion section, for each case study that you have identified separately, the results should be written, what effects it has on the main result?

The conclusion shows the final results of your research (you need a conclusion for your research). Also, the conclusion should be revised to highlight the aims of the study, summarize the finding, and the significance and usefulness of the study.

Please clarify what are the theoretical and practical contributions of your research.

What are the results of your research, and how can it help your community?

It is better to transfer these two parts (Limitation and future directions) after the conclusion.

**Summary**

The study presented an important topic. However, the research does not match what is wanted in its current form. It is missing a level of detail needed to understand the study result, the impact of the results, and the research contribution. Perhaps the authors are likely close to the topic they are skipping over details that they know, but the reader would not.

Overall, the paper requires more information and focus.

**Reviewer 1: Methods:** the researcher used Hierarchical analysis to model nested data more appropriately based on his research model (Affective commitment, privacy legislation, whistle-blowing, career opportunity, supervisor support)

**Results:** compatible with desire expectation (Model)

**Interpretation:** In depth

**Other comments:**

**Reviewer 2: Dear author(s)**

It was my pleasure to review your manuscript entitled "CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT" and advise you to prosper your current research project. In my view, your topic has touched on a critical issue in a fascinating context. However, there are many spaces to be improved in terms of argumentation, theoretical background, research method, and findings. I hope my below comments would help you develop your work into groundbreaking research in your domain.

The abstract should indicate the innovation of the work.

The positioning of the paper is not entirely clear. It is better to explain the gap in this article further.

The introduction should clearly illustrate (1) what we know (the key theoretical perspectives and empirical findings) and what we do not know (major, unaddressed puzzle, controversy, or paradox does the study address, or why it needs to be addressed and why this matters) and (2) what we will learn from the study, and how the study fundamentally changes, challenges, or advances scholars' understanding. Much sharper problematization is required so that the introduction draws the reader into the paper. At the end of the introduction, we should have a clear idea of what the paper is about

\*The paper is suffering from a fluent and clear language. Some parts of the paper are not understandable due to bad English.

Best of luck with the further development of the paper

**Reviewer 3: Methods:** it needs more info on Sampling, Research Instrument and process.

**Results:** Discussion needs to be more substantiated by latest studies as it was outdated.

**Interpretation:** Practical Implications need more justification based on current practices in Indonesia

**Other comments:**

1- This study doesn't clearly define Symptoms in Indonesia

2- The Introduction needs a streamline of background

3- There is highly focus on Whistle Blowing rather than other important variables in the study.

4- Line 31, H1b should be amended to:

H1b: Perceived privacy legislation will moderate the relationship between affective commitment and employee's whistle-blowing behavior.

5- Update the Literature Review by more recent studies in past 3 years.

6- Line 52, H2b should be amended to:

7- H2b: Perceived supervisor support will moderate the relationship between whistle-blowing and employee career opportunity.

8- The Intervening role of Whistle Blowing based on the study's Framework had not been discussed and analysed accordingly.

9- Conclusion and discussion can be merged but should be enriched by recent studies.



Heliyon

Tue, Jun 28, 11:28 PM



Manuscript Number: HELIYON-D-22-05917 Title: CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT...



Aden Rosadi <adenrosadi@uinmgd.ac.id>

Wed, Jun 29, 5:30 AM



to Heliyon

Dear associate editor

Thank for our manuscript decision information

We will revise our manuscript soon

With kind regards

Aden Rosadi



Search in mail



Active



20 of 575



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External



Inbox



Heliyon <em@editorialmanager.com>

Tue, Aug 2, 11:25 AM



to me

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Manuscript Number: HELIYON-D-22-05917R1

CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT

Dear Mr Rosadi,

We have received the above referenced manuscript you submitted to the Business and Economics section of Heliyon. To track the status of your manuscript, please log in as an author at <https://www.editorialmanager.com/heliyon/>, and navigate to the "Revisions Being Processed" folder.

Thank you in advance for your understanding, and best wishes for the holiday season.

Kind regards,

Heliyon

More information and support

The Heliyon Team

**From:** Aden Rosadi

**Date:** Tuesday, August 30, 2022 06:55 AM GMT

Manuscript Number: HELIYON-D-22-05917R1

CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT

Mr Aden Rosadi

Heliyon

Dear Editor(s),

I understand that you must be extremely busy, but I was wondering about the status of my manuscript [CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT, HELIYON-D-22-05917R1] that I submitted. Have you heard back from the referees yet?

Thanks a lot for your time.

Kind regards,

Mr Aden Rosadi

Re: General inquiry to journal office [220830-011529] External > Inbox x



**AuthorSupportGlobal (ELS)** <AuthorSupport@elsevier.com>  
to me ▾

Thu, Sep 1, 11:21 AM



More

Dear Dr Rosadi,

Thank you for your email.

From checking our system, I can confirm that your manuscript HELIYON-D-22-05917R1 is at status "Decision in Process" as of August 30, 2022.

This would mean that the reviewers have already submitted their recommendation and the Editor already submitted a decision.

Your paper is now waiting for the final disposition to be set by the highest Editor.

Rest assured that you will be notified accordingly.

If there is anything else I can help you with, please do not hesitate to contact me.

Kind regards,



Decision on submission HELIYON-D-22-05917R1 to Heliyon External 📧 📧Heliyon em@editorialmanager.com

Mon, Sep 26, 9:49 PM



To: me

Ms. No : HELIYON-D-22-05917R1

Title: CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT

Journal: Heliyon

Dear Mr Rosadi,

Thank you for submitting your manuscript to Heliyon

We have now received all of the editor and reviewer comments on your recent submission to Heliyon. Your paper will become acceptable for publication after implementation of minor formatting and/or administrative changes outlined below. To avoid unnecessary delays in the publication of your manuscript, please do not make any other additional changes during this revision.

To submit your revised manuscript, please log in as an author at <https://www.editorialmanager.com/heliyon/> and navigate to the "Submissions Needing Revision" folder under the Author Main Menu. When submitting your revised manuscript, please ensure that you upload your most recent document with the "Revised manuscript file - highlighting revisions made" item type.

Kind regards,

Katie Greenwood  
Editorial Section ManagerKatie Greenwood  
Editorial Section Manager  
Heliyon

## Embargo

Embargos are not automatically set for papers published in Heliyon. Papers appear online a few days after acceptance. To request a media embargo and/or publication on a specific date to assist an institutional press release, please reach out to the Heliyon team ([info@heliyon.com](mailto:info@heliyon.com)) as soon as possible and we will do our best to accommodate your request.

Heliyon is an online publication and we do not impose a limit on the length of the article or the number of figures. If you have supplementary content you would prefer not to combine with your main manuscript file please ensure all your supplementary files are self-contained and can stand alone (title, legend, etc), that all labels and names within the supplementary content are unique to avoid duplication, and that these files are referenced within the main text. Please also ensure that the file name for each file is labelled as the file is referenced in-text, as that is how they will be named on our website. If you have any supplementary videos/audio files please provide a title and legend at the end of your manuscript for these.

## Editor and Reviewer comments:

## Reviewer's Responses to Questions

8. Does the manuscript structure, flow or writing need improving (e.g., the addition of subheadings, shortening of text, reorganization of sections, or moving details from one section to another)?  
Please provide suggestions to the author(s) on how to improve the manuscript structure and flow. Please number each suggestion so that author(s) can more easily respond.

Reviewer #2: I recommend to authors revise the final version by having help of a native English speaker.

Reviewer #3: Yes

9. Could the manuscript benefit from language editing?

Reviewer #2: Yes

Reviewer #3: Yes

Reviewer #2: Dear author(s)

Hope you are doing well. According to the review of this article, the corrections have been made. But I recommend to authors revise the final version by having help of a native English speaker.  
Good luck

Reviewer #3: The amendments requested, were nicely addressed. Thank you.

## Editorial Office

Please include a list of authors on your manuscript file, including author affiliations.

Heliyon is an online publication only, so the use of black and white images is discouraged. If you have a colour version of your figure [1], we would encourage you to use this one instead when resubmitting.

Please reference your supplementary material in the text.



Confirming submission to Heliyon External Inbox x

Heliyon &lt;em@editorialmanager.com&gt;

to me ▾

Wed, Sep 26, 8:18 PM



"This is an automated message."

Manuscript Number: HELIYON-D-22-05917R2

CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT

Dear Mr Rosadi,

We have received the above referenced manuscript you submitted to the section of Heliyon. To track the status of your manuscript, please log in as an author at <https://www.editorialmanager.com/heliyon/>, and navigate to the "Revisions Being Processed" folder.

Thank you in advance for your understanding, and best wishes for the holiday season.

Kind regards,  
Heliyon

More information and support

Artists Windows

Decision on submission to Heliyon External Inbox x

Heliyon &lt;em@editorialmanager.com&gt;

to me ▾

Fri, Sep 30, 11:22 PM (12 days ago)



Manuscript Number: HELIYON-D-22-05917R2

Title: CAREER OPPORTUNITY OF WHISTLE-BLOWER IN THE WORKPLACE: THE ROLE OF PRIVACY LEGISLATION AND SUPERVISOR SUPPORT

Journal: Heliyon

Dear Mr Rosadi,

Thank you for submitting your manuscript to Heliyon.

I am pleased to inform you that your manuscript has been accepted for publication.

Your accepted manuscript will now be transferred to our production department. We will create a proof which you will be asked to check, and you will also be asked to complete a number of online forms required for publication. If we need additional information from you during the production process, we will contact you directly.

We appreciate and value your contribution to Heliyon. We regularly invite authors of recently published manuscript to participate in the peer review process. If you were not already part of the journal's reviewer pool, you have now been added to it. We look forward to your continued participation in our journal, and we hope you will consider us again for future submissions.

Kind regards,  
Katie Greenwood

Artists Windows