



SDI Review Form 1.6

Journal Name:	<u>British Journal of Economics, Management & Trade</u>
Manuscript Number:	2014_BJEMT_13132
Title of the Manuscript:	Analysis of The Effect of Individual Characteristics and Supervisor Support on Motivation and Learning Transfer
Type of the Article	Original Research Article

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This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound.

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PART 1: Review Comments

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Compulsory REVISION comments	Problem observed in writing citation in the main body and indicating them in the reference. Those are: 1) Most of the citations indicated in the main body did not found in the reference. eg: Swanson, 2009; Georgenson (1982); Nikandrou, <i>et al.</i>, 2008; Baldwin, Ford, dan Naquin (2000); Xiao (1996); Hammer, Kossek, ragui, Bodner, & Hanson, 2009; Robbins, 1993; Jones (1995); Tziner <i>et al.</i> (2007); Clark and Dobbins (1993). 2) Some of the citations indicated in the main body may not correctly cited. eg: Dessler, 2009 may be Dessler and Huat (2009); McGuire, 2011 may be McGuire and Jorgensen (2011); Podsakoff, 2003 may be Podsakoff, MacKenzie, Lee and Podsakoff, N.P. (2003); Otherwise Dessler, 2009; McGuire, 2011; Podsakoff, 2003 are not found in the reference. 3) Most of the writers indicated in the reference are not found in the main body. eg: Abdullah, D. & Suring, J.C. (2010); Abdullah, M.M., Baroto, M.B., Ismail, A., & Tat, H.H. (2011); Chaplin, J.P. (1968); Chiaburu, D.D., & Tekleab, A.G. (2005); Eisenberge, r R., Hungtington R., Hutchison S., & Sowa, D. (1986); Ellinger, A.E., Ellinger, A.D., & Keller, S.B. (2005); Ferdinand, A. (2002); Ferdinand, A. (2006); Ferguson, E. (1994); Ghezanda, R., Sunuharyo, B.S., & Susilo, H. (2013); Ghazali, I. (2006); Gibson, S. K. (2004); Ginting, R. M. (2012); Hair, J.F, Anderson R.E., Tatham R.L, & William C.B. (1998); Hamalik (2007); Harris, M., (2000); Intergovernmental Studies Program. (2006); Ismail, A., Segaran, S.C.C., Tan, C. K., Ong, G. L. (2007); Kopp, L. R. (2013); Kustini. (2004); Locke, E.A. (1968); MacNeil, M.C. (2004); Mas'ud, F. (2004); Mathieu, J.E., Tannenbaum, S.I, & Salas. (1992); Mathis, R., & Jackson J. (2002); etc. <i>(check all)</i> 4) Adjust the proportion of the page number of the body part (4 pages) with the reference (2 pages).	1. Reference has been completed according to the citation written in the main body. The correction is highlighted in yellow color. 2. The incorrect citations have already been corrected according to the correct reference. The correction is highlighted in yellow color. 3. Writers who are not indicated in the main body of this journal have been removed from the reference as reviewed. This happens due to this journal is the simplified version of a thesis that use citations from the writers mentioned in the reference. 4. Adjusted accordingly



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<u>Minor</u> REVISION comments	Minor revisions are: 1) The instruments for all variables are questionnaire (may be ordinal scale), therefore, it is better to check the normality of the data and put in the methodology in order to use parametric test (like t-test), 2) It is indicated that stratified sampling technique is used. It is better to indicate what the strata are. 3) R square for motivation is 0.516 rather than 0,516 and R square for learning transfer is 0.012 rather than 0,012 4) Figure 1 is not clearly seen, either it should be bold enough or eliminate the figure and clarify the concept by word.	1. The instruments for all variables have been explained in the methodology 2. The strata of the respondents chosen by stratified sampling technique has been included in the method. 3. Corrected already 4. The concept has been clarified by words
<u>Optional/General</u> comments	In general it is an interesting article and it is better if the analysis include the biographic characteristics. It is better also to show the p –values.	