



SDI Review Form 1.6

Journal Name:	<u>British Journal of Economics, Management & Trade</u>
Manuscript Number:	2013_BJEMT_7744
Title of the Manuscript:	Perceived Support and Work Attitudes among Korean Fitness Club Employees
Type of the Article	Original Research Article

General guideline for Peer Review process:

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.

To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

(<http://www.sciencedomain.org/page.php?id=sdi-general-editorial-policy#Peer-Review-Guideline>)

PART 1: Review Comments

	Reviewer's comment	Author's comment <i>(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)</i>
Compulsory REVISION comments		
Minor REVISION comments	Introduction Please provide references for the following statements: Lines 27-29: "For example, Nike 28 has its offices in 160 countries and employs nearly one million people including suppliers, 29 shippers, retailers and other service providers." Please correct the following sentence construction: "One factor that sets apart people from one	Reference added both in text and in a reference page (Line 26) Corrected (Line 35)



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	country from people of another country is the... Please provide references to the following claims: • The model to be tested in the Korean context focused on commitment of employees to the organization which has been studied extensively in the North American context. • The extant research indicates that commitment to the organization is related to greater effort by employees and their willingness to continue to work for the organization. • Further, commitment to the organization is said to be fostered by support the employee gets from the organization, the supervisor, and the coworkers.	Corrected (Line 35) Reference added (Line 47) Reference added (Line 49) Reference added (Line 51)
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Comment [u1]: Reformulate sentence



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	Overall view: The introduction is well-formulated. The author outlines other studies, identifies the gap in the literature and states how the gap can be filled with the current study. Recommendation: The author can summarize briefly the outline of the rest of the manuscript in the last paragraph of the Introduction Literature review Please provide a page number for the following quote: Line 53-56: Culture “consists in patterned ways of thinking, feeling and reacting, acquired and transmitted mainly by symbols, constituting the distinctive achievements of human groups, including their embodiments in artifacts; the essential core of culture consists of traditional ideas and especially their attached values” [4].	The model (Figure 1) serves a role of providing a summary of the previous studies. Therefore, I don't think it is necessary to repeat it in a paragraph. The page number for the quotes not added as the journal format does not require it.
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	Lines 67-70: Individualism occurs when “the self is defined as independent and autonomous from collectives. Personal goals are given priority over the goals of collectives” and collectivism is manifested when the self is “defined as an aspect of a collective; personal goals are subordinated to the goals of this collective” [9]. Lines 100-101: Affective commitment is defined as, “the employee’s emotional attachment to, identification with, and involvement in the organization. Employees with a strong affective commitment continue employment in the organization because they <i>want</i> to do so” [12]. Fix these sentences: Line 62: One of the cultural dimensions that is frequently	
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Sentence fixed (Line 68)

Comment [u2]: fix



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	Line 110: appreciate their contributions Line 167-168: within the Korean society in collectivism and individualism [10]. Reference number not found: Line 122-124: For example, Pack et al. found that among student employees in a recreational sport department in a large university, perceived organizational support explained 46.2% of the variance in affective commitment. Recommendation: Under the heading “Affective Commitment and Work Outcomes” the author could provide 2-3 specific examples conducted on these variables Overall a good summary of the literature	Fixed (Line 124) Fixed (Line 201) Reference number added (Line 138) Two examples are added (Line 161 and 168)	Comment [u3]: Fix Comment [u4]: Should it be “in terms of”? Comment [u5]: Include number/year for reference here
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	Methodology Recommendation: Provide a table that summarizes the various positions held in the fitness club; Line 209-210: Chang's [32]3-item. RMSEA values less than .06 indicate 251 close fit of the model whereas values less than .08 indicates a reasonable fit [42]. The authors of the article state the following regarding RMSEA cut-off points: <i>"Recommendations for RMSEA cut-off points have been reduced considerably in the last fifteen years. Up until the early nineties, an RMSEA in the range of 0.05 to 0.10 was considered an indication of fair fit and values above 0.10 indicated poor fit (MacCallum et al, 1996). It was then thought that an RMSEA of between 0.08 to 0.10 provides a mediocre fit and below 0.08 shows a good fit (MacCallum et al, 1996). However, more recently, a cut-off value close to .06 (Hu and Bentler, 1999) or a stringent upper limit of 0.07 (Steiger, 2007) seems to be the general consensus amongst authorities in this area."</i>	As it is simple, a table would not be necessary. I added a sentence explaining the various positions held (Line 240) Fixed (Line 258) Fixed (Line 303)
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Comment [u6]: ??? did you mean item questionnaire?

Comment [u7]: The sentence construction does not make much sense- perhaps look at the following article which is more recent regarding RMSEA cut-off points:

Daire Hooper¹, Joseph Coughlan¹, and Michael R. Mullen² (2008)

"Structural Equation Modelling: Guidelines for Determining Model Fit"



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	Results • Appropriate statistical analysis- check analysis in terms of above-mentioned RMSEA cut-off points • Discussion and limitations are adequately addressed Reference list To be placed in alphabetical order	Journal format requires the references appear as the order it appears in the text.
<u>Optional/General</u> comments	Overall the manuscript is well formulated. The results and explanations are clear and easy to understand. Some sentences need to be fixed and/or reformulated.	