

Editor's Comment:

The authors brought us an interesting research with good quality in terms of research design and presentation. Replies to the reviewers were comprehensive and extensive, by which have settled major concerns reviewers raised. In particular, I agree with the authors that the theoretical background was clearly addressed in due course with sufficient support from both of classical and current literature.

To the last, please be reminded that the format of tables needs to be amended into the same style. Wording in the references should follow exactly what it appeared in the original work, for example, "organization" and "organisation" for titles of papers and journals. In addition, some references need to be checked again to amend those inconsistent, for instance, Morrison, R., (2008), McDonald, D. and Makin, P. (2000), and perhaps some others. Please also provide the date of access for the references from www.

Authors Feedback:

- 1. All the tables are formatted with the same style.**
- 2. The wording in the references has been checked and amended such that they are consistent with the original work.**
- 3. The references have been checked and amended such that they are correct.**
- 4. The access of world wide web is updated.**

All the updates above are highlighted in yellow.