

Editorial Comment:

The resubmitted paper was shortened in parts but it is still rather long. Its grammar was improved but there are still some flaws.

My points:

(1) The paper is pretty long but a main problem is the abstract. It contains long motivational phrases that could be part of an introduction but not of an abstract. An abstract should describe briefly what the paper is doing. This one seems to be mainly an empirical piece so the abstract should concentrate on the empirical project and on its findings.

(2) The long literature survey refers to more than 80 sources. These are very many but even if we accept that, they should be correct. I found the following problems (please check, my sources may be unreliable):

- the source for "Bartol& Martin" is missing
- the fourth author of reference #1 is called Ullah
- in reference #9, the word is "fighting"
- the journal volume of reference #23 is 94 not 93
- the journal in reference #26 is called "Journal of American Academy of Business"
- pages in reference #28 are 13-25
- in reference #31, the words "chapter 5" should not be there
- in reference #38, the journal is Ecological Applications (plural)
- in reference #48, the word is "intermediate" not "intermedia"
- in reference #50, the title is "A cross-validation of Mobley's intermediate ..."

(3) A sentence that starts with "Other researchers ..." can be found at the top of page 7 and again at the bottom, one version should be removed.

(4) On p.8, the "moderated variable" should be a "moderating variable" or a moderator.

(5) On p.11, the "5.84% response rate of 5.84%" should be corrected.

Author's feedback:

1. The authors agree with the comments that the abstract should be focused on the empirical results

and findings. The abstract has been shortened to achieve this purpose.

2. Thanks for reminding the references. All the suggested changes are updated and all other references are checked. Except the first reference that the fourth author is “Waseemullah” from the official website of Interdisciplinary Journal of Contemporary Research in Business. The reference #1 has updated by rewriting the fourth authors' name

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3. The descriptions on the top of page 7 are removed.
4. “Moderating variable” is updated both on page 8 and page 7.
5. Duplicate words are removed.