

From: **Cogent Business and Management** <[em@editorialmanager.com](mailto:em@editorialmanager.com)>  
Date: Mon, Dec 30, 2019 at 6:54 PM  
Subject: 197789450 (Cogent Business & Management) A revise decision has been made on your submission  
To: **joeliaty sufwana** <[joeliaty@yahoo.co.id](mailto:joeliaty@yahoo.co.id)>

Ref: COGENTBUSINESS-2019-0598  
197789450  
Strategic Formulation for Human Resources of Halal Hotel in Bandung  
Cogent Business & Management

Dear joeliaty,

Your manuscript entitled "Strategic Formulation for Human Resources of Halal Hotel in Bandung", which you submitted to Cogent Business & Management, has now been reviewed.

The reviews, included at the bottom of the letter, indicate that your manuscript could be suitable for publication following revision. We hope that you will consider these suggestions, and revise your manuscript.

Please submit your revision by Jan 29, 2020, if you need additional time then please contact the Editorial Office.

To submit your revised manuscript please go to <https://rp.cogentoa.com/dashboard/> and log in. You will see an option to Revise alongside your submission record.

If you are unsure how to submit your revision, please contact us on [business@cogentoa.com](mailto:business@cogentoa.com)

Please ensure that you include the following elements in your revised submission:

\* public interest statement - a description of your paper of NO MORE THAN 150 words suitable for a non-specialist reader, highlighting/explaining anything which will be of interest to the general public (to find about more about how to write a good Public Interest Statement, and how it can benefit your research, you can take a look at this short article: <http://explore.cogentoa.com/author-tool-kit/public-interest-statement>)

\* about the author - a short summary of NO MORE THAN 150 WORDS, detailing either your own or your group's key research activities, including a note on how the research reported in this paper relates to wider projects or issues.

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\* cover image - you are able to create a cover page for your article by supplying an image for this purpose, or nominating a figure from your article. If you supply a new image, please obtain relevant permissions to reproduce the image if you do not own the copyright

If you require advice on language editing for your manuscript or assistance with arranging translation, please do consider using the Taylor & Francis Editing Services.

Please ensure that you clearly highlight changes made to your manuscript, as well as submitting a thorough response to reviewers.

We look forward to receiving your revised article.

Best wishes,

Richard Wickramaratne

Editor

Cogent Business & Management

Comments from the Editors and Reviewers:

Dear Author.

Please find my comments as the editor. Your article needs substantial amount of work before sending out for review.

1. Whole article needs editing for language style and grammar. Eg. 'strategic' in your title should be corrected as 'strategy'.
2. Work of others has not been properly cited which leads to plagiarism issue. Eg. your introduction section has only one citation.
3. This article has no clear research problem. Any research should be followed by a research question.
4. Author has not followed an appropriate referencing style and there are inconsistencies. Eg. Use of author initials should be corrected.
5. Methodology section should explicitly present interview procedure, interview instrument, Sample question items etc.
6. Conclusion section needs more information about policy implications, theoretical implications, and implications to future research.

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From: **joeliaty sufwana** <[joeliaty@yahoo.co.id](mailto:joeliaty@yahoo.co.id)>  
Date: Wed, Jan 29, 2020 at 3:21 PM  
Subject: Re: Your revision is due  
To: Cogent Business and Management <[business@cogentoa.com](mailto:business@cogentoa.com)>

Dear Editor,

We will submit tonight at Jakarta (GMT +7) time. Thank you.

Regards,

joeliaty

Pada tanggal Rab, 29 Jan 2020 12:19, Cogent Business and Management <[em@editorialmanager.com](mailto:em@editorialmanager.com)> menulis:  
Ref: 197789450  
Strategic Formulation for Human Resources of Halal Hotel in Bandung  
Cogent Business & Management

Dear joeliaty,

This is a gentle reminder that the revision of Strategic Formulation for Human Resources of Halal Hotel in Bandung (197789450) is expected today

We look forward to receiving your revised paper, and please do let us know if you need any assistance or if you need more time.

If you are ready to submit your revision, then please go to <https://rp.cogentoa.com/dashboard/> and login. You will see an option to Revise alongside your submission record.

If you decide not to submit a revision, please contact us at [business@cogentoa.com](mailto:business@cogentoa.com)

We look forward to receiving your revised submission.

Best wishes,

Cogent Business & Management - Editorial Office

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From: <[rpsupport@cogentoa.com](mailto:rpsupport@cogentoa.com)>

Date: Wed, Feb 5, 2020 at 12:51 PM

Subject: Revised submission received by Cogent Business & Management (Submission ID: 197789450.R1)

To: joeliaty sufwana <[joeliaty@yahoo.co.id](mailto:joeliaty@yahoo.co.id)>



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Dear joeliaty,

Thank you for taking the time to revise your work.

Submission ID      **197789450**

Manuscript Title      **An Analysis of Formulation Strategy For Human Resources of Halal Hotels: A Case Studi in Bandung, Indonesia**

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Journal      **Cogent Business & Management**

You can always check the progress of your submission [here](#) (we now offer multiple options to sign in to your account. To log in with your ORCID please click on the 'with ORCID' box on the bottom right of the log in area).

If you have any questions please get in touch with [business@cogentoa.com](mailto:business@cogentoa.com).

Kind Regards,  
*Cogent Business & Management* Editorial Office

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From: **Cogent Business and Management** <[em@editorialmanager.com](mailto:em@editorialmanager.com)>  
Date: Mon, Apr 13, 2020 at 7:34 AM  
Subject: 197789450 (Cogent Business & Management) A revise decision has been made on your submission  
To: [joeliaty sufwana](mailto:joeliaty@yahoocid) <[joeliaty@yahoocid](mailto:joeliaty@yahoocid)>

Ref: COGENTBUSINESS-2019-0598R1  
197789450

An Analysis of Formulation Strategy For Human Resources of Halal Hotels: A Case Studi in Bandung, Indonesia  
Cogent Business & Management

Dear joeliaty,

Your manuscript entitled "An Analysis of Formulation Strategy For Human Resources of Halal Hotels: A Case Studi in Bandung, Indonesia", which you submitted to Cogent Business & Management, has now been reviewed. The reviews, included at the bottom of the letter, indicate that your manuscript could be suitable for publication following revision. We hope that you will consider these suggestions, and revise your manuscript.

Please submit your revision by May 12, 2020, if you need additional time then please contact the Editorial Office.

To submit your revised manuscript please go to <https://rp.cogentoa.com/dashboard/> and log in. You will see an option to Revise alongside your submission record.

If you are unsure how to submit your revision, please contact us on [business@cogentoa.com](mailto:business@cogentoa.com)

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- \* about the author - a short summary of NO MORE THAN 150 WORDS, detailing either your own or your group's key research activities, including a note on how the research reported in this paper relates to wider projects or issues.

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- \* cover image - you are able to create a cover page for your article by supplying an image for this purpose, or nominating a figure from your article. If you supply a new image, please obtain relevant permissions to reproduce the image if you do not own the copyright

If you require advice on language editing for your manuscript or assistance with arranging translation, please do consider using the Taylor & Francis Editing Services.

Please ensure that you clearly highlight changes made to your manuscript, as well as submitting a thorough response to reviewers.

We look forward to receiving your revised article.

Best wishes,

Richard Wickramaratne

Editor

Cogent Business & Management

Comments from the Editors and Reviewers:

Title, Abstract and Introduction – overall evaluation

Reviewer 1: Sound with minor or moderate revisions

Methodology / Materials and Methods – overall evaluation

Reviewer 1: Sound

Objective / Hypothesis – overall evaluation

Reviewer 1: Sound

Figures and Tables – overall evaluation  
Reviewer 1: Sound

Results / Data Analysis – overall evaluation  
Reviewer 1: Sound

Interpretation / Discussion – overall evaluation  
Reviewer 1: Sound

Conclusions – overall evaluation  
Reviewer 1: Sound

References – overall evaluation  
Reviewer 1: Not applicable

Compliance with Ethical Standards – overall evaluation  
Reviewer 1: Sound

Writing – overall evaluation  
Reviewer 1: Sound with minor or moderate revisions

Supplemental Information and Data – overall evaluation  
Reviewer 1: Not applicable

Comments to the author  
Reviewer 1: Hope you are doing well.  
The manuscript is a good effort to the existing literature and scholarly contribution.  
However some suggestions have been made to improve the manuscript.  
Good luck for your future endeavors

Dear Author.

I have now received comments from one reviewer. I have given his/her comment below

Reviewer Comments:

"The word case studi needs to be changed as case study. The abstract is still not coherent for instance for clarity i am giving a sentence from abstract "However, this concept and its human resources are still not well known; thus, they need to be developed in certain areas including in strategic management's field" word they refers to whom ? practitioners ? researchers ? or authors themselves is unclear. the second sentence of the abstract also referring the same. Therefore, authors may be invited to reconstruct the abstract.

There are several other writing issues like section 5.2 author used word people for respondents while persons or respondents should be used. Choice of appropriate

words would make the manuscript more compact, standardized and audible.

Since the manuscript has been revised according to the comments of reviewers i do not find any major changes to the previous efforts."

My review as the editor:

The whole manuscript still suffers from grammatical errors which needs editing from language.

Abstract:

Title should be corrected either as " an analysis of formulation of strategy..... or an analysis of strategy formulation.....

A case studi should be corrected as a case study

" this concept and its human resources are still not well known... this sentence doesn't give a proper idea

Study sample (no) is not given in abstract

Analysis of interview responses and its procedure is not clear. Explain in brief the procedure followed in data collection and how you did summarizing interview results.

Discussion- No discussion of findings with other international research findings. Whether your findings agree/dis-agree with other studies and what are they?

Discussion/conclusion should include research limitations, directions for future research, practical implications etc.

Based on my review together with reviewer's comments, I decided to accept your paper with minor revisions with moderate corrections. Therefore, please address these issues/corrections and re-submit language edited manuscript.

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Date: Thu, Oct 22, 2020 at 10:32 PM

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Taylor & Francis Customer Services

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Date: Thu, Oct 22, 2020 at 10:37 PM

Subject: Your completed Author Publishing Agreement for "An Analysis of Strategy Formulation for Halal Hotel Human Resources in Indonesia"

To: joeliaty sufwana <[joeliaty@yahoo.co.id](mailto:joeliaty@yahoo.co.id)>



**Your completed Author Publishing Agreement (APA) with Taylor and Francis**

Attention: joeliaty

Hello,

Your Author Publishing Agreement for "An Analysis of Strategy Formulation for Halal Hotel Human Resources in Indonesia" has been completed. Please click the link below (or copy the URL into your browser) to access the system and download your signed agreement.

Should you have any question on this, you may contact [OABM-production@journals.tandf.co.uk](mailto:OABM-production@journals.tandf.co.uk).

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**Summary »**

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From: <[invpayments@cogentoa.com](mailto:invpayments@cogentoa.com)>

Date: Tue, Oct 27, 2020 at 10:52 PM

Subject: Payment confirmation for invoice 0952514283

To: joeliaty sufwana <[joeliaty@yahoo.co.id](mailto:joeliaty@yahoo.co.id)>

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Dear Joeliaty,

Thank you for your payment of \$500.00 for invoice **0952514283**.

Payment ID: 2924283

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If you have any questions contact us at [invpayments@cogentoa.com](mailto:invpayments@cogentoa.com) and we will be happy to help.

Kind regards,  
Cogent Customer support

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