Dear Author(s),

We have received the review reports for your paper "Perceived organisational support to increase teachers' commitment and performance through work engagement: a case study of an Indonesian vocational school".

The reviewers have commented on your paper (see below) and there are some major issues that need to be addressed. We decided to give you one more chance to significantly improve your paper and provide a revised version of your paper until 30 July 2021 for re-consideration. Most importantly, please address all comments and highlight changes in your next revised version. If the corrections will not be made properly, the paper will be unfortunately rejected.

Reviewer A Comments:
===================

In introduction section, should teachers be involved in vocational school curriculum? Discuss this issue more.
It would be clearer to state the hypotheses with expectation of positive or negative relationships.
Add further discussion to the limitations section on sample and generalizability.

This paper's grammar, spacing and punctuation need to be checked thoroughly (use Grammarly perhaps). There are misspellings and some tenses (past, present, etc.) do not match. This must be improved before acceptance and/or publication.
You must comment more extensively and justify the small sample (N=60) at only one school Is it possible to collect the data at 1-2 other schools? You are using strong statistical tests and they would work better with a larger, more robust sample size. Is PLS-SEM model appropriate for this sample size and one organization?
Discuss and justify "work engagement" variable more (H4). Justify why you test it as a mediator. Not discussed enough in the manuscript.
Section 3.2, present the actual scales used to measure: POS, affective commitment, job performance, and work engagement (maybe in an appendix).
The R-square output for work engagement is 0.310 and is low. Why do you include it?

Reviewer B Comments:
==================
Reference style must follow IJMIE style and make sure that they are up to date.

NOTE: Please send an email to the editor to acknowledge the reception of this email notification. The editor needs to make sure that messages reach the authors and don't delay the review process.
- - - - - - - - - - - - - - - - - - - -

Instructions

1) To help the reviewer(s) verify that you have made the required corrections, please append a point-by-point report detailing how the changes have been made in line with each reviewer's comments at the beginning of your revised manuscript.

2) Responses to reviewers' comments and the revised manuscript must go together in the same single MS Word or PDF file, without revealing authors' identifications.

3) AUTHORS MUST INCLUDE IN THEIR REVISED MANUSCRIPT ALL THE REVISIONS, EDITING AND

CORRECTIONS REQUIRED BY ALL REFEREES, OTHERWISE THEIR SUBMISSIONS WOULD NOT BE FURTHER PROCESSED AND WOULD BE REJECTED.

4) Append figures, images and tables at the end of your revised manuscript.

5) To upload your revised manuscript, please:
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(if you do not remember your username or password, you can recover it via
http://www.inderscience.com/forgotpw.php)
Then point your browser to
http://www.inderscience.com/ospeers/admin/author/articlestatus.php?id=328140 and scroll-down to find the input box "Author's revised version of file".
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7) We advise you to use MS Word to edit your submission and make sure that the revisions within the document are presented as "tracked changes" so they would be more easily seen by the editor and the reviewers. It is preferable that you upload your revised manuscript using a MS Word file. If you use LaTeX, please mark your changes as text in colour and provide a PDF file of your article and the response to the reviewers.

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Your prompt attention is much appreciated.

Dr. Vesna Skrbinjek
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com

Dear Dr. Skrbinjek:

This is to confirm that we have received the email regarding reviewers' comments and feedbacks. Again, I would like to thank you for offering us an opportunity to submit our revised manuscript.

Sincerely,

Laila Said

Dr. Laila Refiana Said
lrsaid@ulm.ac.id
for: Int. J. of Management in Education (IJMIE)

Dear Dr. Vesna Skrbinjek,
International Journal of Management in Education (IJMIE)

I have made the requested changes and uploaded a revised Author Version, as well as noting those changes in the "Editor/Author" Comments.

Regards,

Author Laila Refiana Said

| Editor 20/06/21 02:21 PM | Dear Author(s),

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5) To upload your revised manuscript, please:
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(if you do not remember your username or password, you can recover it via http://www.inderscience.com/forgotpw.php)
Then point your browser to
http://www.inderscience.com/ospeers/admin/author/articlestatus.php?id=328140
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Your prompt attention is much appreciated.

Dr. Vesna Skrbinjek
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com

Dear Author(s),

We have received further comments from the Panel of Reviewers for your paper "Perceived organisational support to increase teachers' commitment and performance through work engagement: a case study of an Indonesian vocational school"

We request you to implement in your latest author's revised version (AV) file the following new recommendations made by the reviewers in 1 week time:

Reviewer A Comments:
==================
I believe the authors have improved the grammar, spelling and citations in this revised version. They have satisfied my concerns and questions. My only remaining issue is whether the r-square of 0.310 should be reported in paragraph one, pg.15 and in Table 3.

Instructions:
----
1. To help reviewers to verify that you have made the required corrections, you must append the summary of modifications made to the paper at the beginning of your revised manuscript.

2. To upload your revised version, please login at:
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(if you do not remember your Username/Password, visit
http://www.inderscience.com/forgotpw.php)

3. After login, point your browser to
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here you should scroll-down to find the input box "Author's revised version of file:". Please click on "Browseï¿½" to find your revised version and then click on "Upload" to include your revised version in our databases.

4. Click on "Editor/Author Comments" to see all the recommendations made by the reviewers.

Your prompt attention is much appreciated.

Dr. Vesna Skrbinjek
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com

Dear Dr Vesna Skrbinjek:

We would like to thank you for the message dated 08/21/2021 and the opportunity to resubmit a revised copy of this manuscript. We would also like to take this opportunity to express our thanks to the reviewers for the positive feedback and helpful comments for correction or modification.
We believe it has resulted in an improved revised manuscript, which you find uploaded alongside this document.
We very much hope the revised manuscript is accepted for publication in IJMIE.

Sincerely yours,

Laila Said

Dr. Laila Refiana Said
lrsaid@ulm.ac.id
for: Int. J. of Management in Education (IJMIE)

Dear Dr. Vesna Skrbinjek,
International Journal of Management in Education (IJMIE)

I have responded the reviewer's comments and uploaded a revised Author Version, as well as noting those changes in the "Editor/Author" Comments.

Regards,

Author Laila Refiana Said

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I believe the authors have improved the grammar, spelling and citations in this revised version. They have satisfied my concerns and questions. My only remaining issue is whether the r-square of 0.310 should be reported in paragraph one, pg.15 and in Table 3.

Response:
Thank you for the review. We believe that the R^2 value of 0.310 should still be reported in paragraph one, p. 15 and Table 3 due to these main reasons:
- R-squared is a measure of explanatory power. The value of 0.310 is within the moderate category (Chin, 1998, 2010; Roldán & Sánchez-Franco, 2012; Wynne et al., 2020). We should report the value of R-squared as an effect size to better understand the phenomenon.
- R-squared, even when small, can be significantly different from 0, indicating that the inner/structural model has statistically significant explanatory power. Low R-squared values are often expected in the social sciences, where it is hard to specify the models (Paetzold, 2016).

References:
Chin, W. W. (1998). *Commentary: Issues and opinion on structural equation modeling*. JSTOR.
Chin, W. W. (2010). How to Write Up and Report PLS Analyses. In *Handbook of Partial Least Squares*

(pp. 655–690). Springer Berlin Heidelberg. https://doi.org/10.1007/978-3-540-32827-8_29

Paetzold, R. (2016). *Re: Low R-squared values in multiple regression analysis?*
https://www.researchgate.net/post/Low-R-squared-values-in-multiple-regression-analysis/56f40be793553b1f9a11fcb3/citation/download

Roldán, J. L., & Sánchez-Franco, M. J. (2012). Variance-based structural equation modeling: Guidelines for using partial least squares in information systems research. In *Research methodologies, innovations and philosophies in software systems engineering and information systems* (pp. 193–221). IGI Global.

Wynne, C., Jun-Hwa, C., Yide, L., Hiram, T., Xin-Jean, L., & Huei, C. T. (2020). Demystifying the role of causal-predictive modeling using partial least squares structural equation modeling in information systems research. *Industrial Management & Data Systems*, *120*(12), 2161–2209. https://doi.org/10.1108/IMDS-10-2019-0529

Dear Dr. Vesna Skrbinjek,

Ref: My submission "Perceived organisational support to increase teachers' commitment and performance through work engagement: a case study of an Indonesian vocational school" for International Journal of Management in Education (IJMIE).

I have completed the required tasks:

- Restored the author's names, email addresses, mailing addresses and Biographical Statements in the "Author's final version" of my submission.

- Updated the metadata (mainly abstract and keywords) according the recommendations received from the Editor, making sure that the title, abstract and keywords are totally free of English Spelling and Grammar errors.

- Uploaded the "Author's final version."

- Uploaded a zipped file with the Copyright Agreement forms signed by each author.

If you have any questions, please contact me.

Author Laila Refiana Said

Dear Erika Yolanda, Laila Refiana Said,

Ref: Submission "Perceived organisational support to increase teachers' commitment and performance through work engagement: a case study of an Indonesian vocational school"

Congratulations, your above mentioned submitted article has been refereed and accepted for publication in the International Journal of Management in Education. The acceptance of your article for publication in the journal reflects the high status of your work by your fellow professionals in the field.

You need now to login at http://www.inderscience.com/login.php and go to http://www.inderscience.com/ospeers/admin/author/articlelist.php to find your submission and complete the following tasks:

1. Save the "Editor's post-review version" on your local disk so you can edit it. If the file is in PDF format and you cannot edit it, use instead your last MS Word revised version, making sure to include there all the review recommendations made during the review process. Rename the new file to "authorFinalVersion."

2. Open the "authorFinalVersion" file and remove your reply or any response to reviewers that you might have in the front of your article.

3. Restore the author's identification, such as names, email addresses, mailing addresses and biographical statements in the first page of your local file "authorFinalVersion."

4. IMPORTANT: The paper is accepted providing that you, the author, check, edit and correct the English language in the paper. Please proofread all the text and make sure to correct any grammar and spelling mistakes.

5. Save your changes in the file "authorFinalVersion" and use the "Browseï¿½" and "Upload" buttons to upload the file on our online system.

6. Click on "Update Metadata" to correct the title, abstract and keywords according the recommendations received from the Editor. You must make sure that the title, abstract and keywords are totally free of English Spelling and Grammar errors. Do not forget to click the "Update" button to save your changes.

7. Once you have updated the metadata, check the box "Yes."

8. Upload a zipped file with the Copyright Agreement forms signed by each author. We need a signed author agreement form for every author and every co-author. Please insert the full names of all authors, reflecting the name order given in the article.

9. To see a sample of real articles that have been published in the International Journal of Management in Education visit http://www.inderscience.com/info/ingeneral/sample.php?jcode=ijmie.

Finally click on the "Notify Editor" button to let the editor know that you have completed the six tasks.

Your continuing help and cooperation is most appreciated.

Best regards,

Dr. Vesna Skrbinjek
Editor of International Journal of Management in Education
Inderscience Publishers Ltd.
submissions@inderscience.com