



## Bukti proses paper yang telah publish di Administrative Sciences - MDPI

### 1. Detail Informasi Tentang Jurnal

Nama Jurnal	:	Administrative Sciences
Publisher	:	MDPI
ISSN	:	2076-3387
Editor in Chief	:	Prof. Dr. Isabel-María Garcia-Sanchez
Editorial Board	:	<a href="https://www.mdpi.com/journal/admsci/editors">https://www.mdpi.com/journal/admsci/editors</a>
Website	:	<a href="https://www.mdpi.com/journal/admsci">https://www.mdpi.com/journal/admsci</a>
Info Index Jurnal	:	<b>Jurnal Internasional Bereputasi terindeks Scopus Q2</b>  <p>The image shows a Scopus Q2 Index badge for the journal 'Administrative Sciences'. It features a yellow square with 'Q2' in white, followed by the text 'Business, Management and Accounting...' and 'best quartile'. Below this, it displays 'SJR 2021 0.48' with a small orange line graph showing an upward trend, and 'powered by scimagojr.com' at the bottom.</p>

## 2. Proses Hasil Review dari Paper

<p>Hasil Review dikirimkan melalui email</p>	<p>01/04/23, 09:43      Email Universitas Muhammadiyah Jakarta - [Administrative Sciences] Manuscript ID: admsci-2108812 - Major Revisions</p>  <p style="text-align: right;">Evi Satispi &lt;evi.satispi@umj.ac.id&gt;</p> <hr/> <p><b>[Administrative Sciences] Manuscript ID: admsci-2108812 - Major Revisions</b> 1 pesan</p> <hr/> <p><b>Administrative Sciences Editorial Office</b> &lt;admsci@mdpi.com&gt;      3 Januari 2023 pukul 08.52 Balas Ke: juanita.ong@mdpi.com Kepada: Ismi Rajiani &lt;rajiani@ulm.ac.id&gt; Cc: Evi Satispi &lt;evi.satispi@umj.ac.id&gt;, Mamun Murod &lt;mamun.murod@umj.ac.id&gt;, Andriansyah Andriansyah &lt;andriansyah@dsn.moestopo.ac.id&gt;, Administrative Sciences Editorial Office &lt;admsci@mdpi.com&gt;</p> <p>Dear Dr. Rajiani,</p> <p>I hope this email finds you well in this new year. Thank you again for your manuscript submission:</p> <p>Manuscript ID: admsci-2108812 Type of manuscript: Article Title: Human Resources Information System (HRIS) to Enhance Civil Servants' Innovation Outcomes: Compulsory or Complimentary? Authors: Evi Satispi *, Ismi Rajiani *, Mamun Murod, Andriansyah Andriansyah Received: 4 December 2022 E-mails: evi.satispi@umj.ac.id, rajiani@ulm.ac.id, mamun.murod@umj.ac.id, andriansyah@dsn.moestopo.ac.id Submitted to section: Organizational Behavior <a href="https://www.mdpi.com/journal/admsci/sections/organizational_behavior">https://www.mdpi.com/journal/admsci/sections/organizational_behavior</a> New Technologies and Institutional Change in Public Administration <a href="https://www.mdpi.com/journal/admsci/special_issues/public_administration">https://www.mdpi.com/journal/admsci/special_issues/public_administration</a></p> <p>Your manuscript has now been reviewed by experts in the field. Please find your manuscript with the referee reports at this link: <a href="https://susy.mdpi.com/user/manuscripts/resubmit/92e8d45ce75ff3aa51d37fded414c7e7">https://susy.mdpi.com/user/manuscripts/resubmit/92e8d45ce75ff3aa51d37fded414c7e7</a></p> <p>Please revise the manuscript according to the referees' comments and upload the revised file within 10 days.</p> <p>Please use the version of your manuscript found at the above link for your revisions.</p> <p>(I) Please check that all references are relevant to the contents of the manuscript. (II) Any revisions to the manuscript should be marked up using the "Track Changes" function if you are using MS Word/LaTeX, such that any changes can be easily viewed by the editors and reviewers. (III) Please provide a cover letter to explain, point by point, the details of the revisions to the manuscript and your responses to the referees' comments. (IV) If you found it impossible to address certain comments in the review reports, please include an explanation in your appeal. (V) The revised version will be sent to the editors and reviewers.</p> <p>If one of the referees has suggested that your manuscript should undergo extensive English revisions, please address this issue during revision. We propose that you use one of the editing services listed at <a href="https://www.mdpi.com/authors/english">https://www.mdpi.com/authors/english</a> or have your manuscript checked by a native English-speaking colleague.</p> <p>Do not hesitate to contact us if you have any questions regarding the revision of your manuscript. We look forward to hearing from you soon.</p> <p>Kind regards, Ms. Juanita Ong</p> <p><small><a href="https://mail.google.com/mail/u/0/?ik=3323e8cf53&amp;view=pt&amp;search=all&amp;permthid=thread-f1753964344776238063&amp;siml=msg-f:17539643447762...">https://mail.google.com/mail/u/0/?ik=3323e8cf53&amp;view=pt&amp;search=all&amp;permthid=thread-f1753964344776238063&amp;siml=msg-f:17539643447762... 1/2</a></small></p>
<p>Point yang perlu direvisi <input type="checkbox"/> Komentar dari reviewer</p>	<p><b>#Reviewer 1</b></p> <p>The paper provides a good overview of the study. It has an interesting research background and should be of great interest to the readers. However, I have some major concerns that I will share in the following points.</p> <ol style="list-style-type: none"> <li>1. Overall, the introduction is nicely written covering the need to study the topic. However, I believe that theoretical underpinning is very weak. The hypotheses are built on arguments that completely lack theoretical underpinning. I also believe there is some recent literature on HRIS in developing countries that are missing.</li> <li>2. I have serious concerns about the study framework. The authors are trying to find predictors and consequences of HRIS, yet they are framing the paper quite differently. It looks like HRIS is a mediator</li> </ol>

in the relationship between predictor and consequences but it is not recognized in the entire paper.

3. The method section is strangely written, for example, Material and Methods are provided at the end why not before the results section? If this is the requirement of the journal then this comment can be discarded. If not, then the authors must restructure the article. Please mention, if a confirmatory or exploratory factor analysis was run.
4. In the results, I miss the control variables' impact, Has the author not considered them at all? Please mention correlations between constructs. Good that authors have chosen to run SEM, but actually if you are not testing mediation, what's the use of SEM? Simply use the path model in SPSS.
5. There are several theoretical arguments provided in the discussion part which were never referred to in the theoretical part e.g., the discussion on NPM. It's not an acceptable way, especially for quantitative studies.
6. Finally, I am surprised by this sentence "However, this study confirms that e-HRM reflected in HRIS implementation will 252 not make employees innovative." how did the authors come to this conclusion, when mediation was not tested?

#### #Reviewer 2

Thank you for an interesting read. The study has addressed a critical domain of the adoption of HRIS in the public sector and the content is significant for publication in the journal. However, several improvements are suggested:

The researcher claims to examine the instrumental adoption factors to adopt HRIS in boosting employee innovation outcomes from technological, organizational, people, and social outlooks. The aim of the study has a great emphasis on the innovation outcomes of HRIS. Unfortunately, the results could not support this hypothesis: HRIS adoption in public sector organizations is positively associated with employee innovation. Please provide justification in discussion for why this hypothesis could not supported.

You have used Structural Equation Modeling (SEM) to examine the relationship among constructs, which is a suitable technique given that your study incorporates a complex model including mediation of HRIS adoption. In your study there are three independent factors (1- technological fit; 2- organization resources; and 3- knowledge of technological characteristics) that are related to HRIS adoption and HRIS adoption is positively related to employee innovation. In this way, HRIS adoption is a mediator in the model. However, you have not paid any attention on the mediating role of HRIS adoption. Whereas, SEM is a suitable technique to analyse the role of HRIS as mediator in the model. I would suggest to reconsider the model and data analysis for the mediation.

	<p>The manuscript needs a thorough revision in terms of language clarity and proper sentence structure.</p> <p>#Reviewer 3</p> <p>The introduction should briefly place the study in a broad context, present the research gap and aim of study. Please highlight why this work is important and define the significance of work.</p> <p>The Theoretical Background is very short, it should include well-developed literature review of other authors research. The broad review of models used to analyse HRIS systems acceptance and the main results of similar research should be presented.</p> <p>Please, explain why the sample research sample is not representative? It seems that the results are not reliable, as the sample is not representative and it is not possible to generalize the conclusions of the research sample to the entire population. Too small research sample in this research shows the lack of scientific reliability and accuracy of the scientific study.</p>
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03/04/23, 14:20

Email Universitas Muhammadiyah Jakarta - [Administrative Sciences] Manuscript ID: admsci-2108812 - Revised Version Recei...



Evi Satispi <evi.satispi@umj.ac.id>

**[Administrative Sciences] Manuscript ID: admsci-2108812 - Revised Version Received**

1 pesan

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13 Januari 2023 pukul 08.52

Balas Ke: juanita.ong@mdpi.com

Kepada: Ismi Rajiani <rajiani@ulm.ac.id>

Cc: Evi Satispi <evi.satispi@umj.ac.id>, Mamun Murod <mamun.murod@umj.ac.id>, Andriansyah Andriansyah <andriansyah@dsn.moestopo.ac.id>, Administrative Sciences Editorial Office <admsci@mdpi.com>

Dear Dr. Rajiani,

Thank you very much for providing the revised version of your paper:

Manuscript ID: admsci-2108812

Type of manuscript: Article

Title: Human Resources Information System (HRIS) to Enhance Civil Servants' Innovation Outcomes: Compulsory or Complimentary?

Authors: Evi Satispi \*, Ismi Rajiani \*, Mamun Murod, Andriansyah Andriansyah

Received: 4 December 2022

E-mails: evi.satispi@umj.ac.id, rajiani@ulm.ac.id, mamun.murod@umj.ac.id, andriansyah@dsn.moestopo.ac.id

Submitted to section: Organizational Behavior,

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We will continue processing your paper and will keep you informed about the status of your submission.

Kind regards,  
Ms. Juanita Ong  
Assistant Editor  
E-Mail: juanita.ong@mdpi.com

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Bukti  
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hasil review  
(13 Januari  
2023)

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### 3. Proses Revisi dan Bukti Penerimaan Paper

<p>Perbaikan Paper :</p>	<p>03/04/23, 14.02      Email Universitas MuhammadiyahJakarta - [Administrative Sciences] Manuscript ID: admsci-2108812 - Minor Revisions</p> <p>      <b>Evi Satispi &lt;evi.satispi@umj.ac.id&gt;</b></p> <hr/> <p><b>[Administrative Sciences] Manuscript ID: admsci-2108812 - Minor Revisions</b> 1 pesan</p> <hr/> <p><b>Administrative Sciences Editorial Office</b> &lt;admsci@mdpi.com&gt;      12 Januari 2023 pukul 08.58 Balas Ke: juanita.ong@mdpi.com Kepada: Ismi Rajiani &lt;rajiani@ulm.ac.id&gt; Cc: Evi Satispi &lt;evi.satispi@umj.ac.id&gt;, Mamun Murod &lt;mamun.murod@umj.ac.id&gt;, Andriansyah Andriansyah &lt;andriansyah@dsn.moestopo.ac.id&gt;, Administrative Sciences Editorial Office &lt;admsci@mdpi.com&gt;</p> <p>Dear Dr. Rajiani,</p> <p>Thank you again for your manuscript submission:</p> <p>Manuscript ID: admsci-2108812 Type of manuscript: Article Title: Human Resources Information System (HRIS) to Enhance Civil Servants' Innovation Outcomes: Compulsory or Complimentary? Authors: Evi Satispi *, Ismi Rajiani *, Mamun Murod, Andriansyah Andriansyah Received: 4 December 2022 E-mails: evi.satispi@umj.ac.id, rajiani@ulm.ac.id, mamun.murod@umj.ac.id, andriansyah@dsn.moestopo.ac.id Submitted to section: Organizational Behavior, <a href="https://www.mdpi.com/journal/admsci/sections/organizational_behavior">https://www.mdpi.com/journal/admsci/sections/organizational_behavior</a> New Technologies and Institutional Change in Public Administration <a href="https://www.mdpi.com/journal/admsci/special_issues/public_administration">https://www.mdpi.com/journal/admsci/special_issues/public_administration</a></p> <p>Your manuscript has been reviewed by experts in the field. Please find your manuscript with the referee reports at this link: <a href="https://susy.mdpi.com/user/manuscripts/resubmit/92e8d45ce75ff3aa51d37fded414c7e7">https://susy.mdpi.com/user/manuscripts/resubmit/92e8d45ce75ff3aa51d37fded414c7e7</a></p> <p>(I) Please revise your manuscript according to the referees' comments and upload the revised file within 5 days. (II) Please use the version of your manuscript found at the above link for your revisions. (III) Please check that all references are relevant to the contents of the manuscript. (IV) Any revisions made to the manuscript should be marked up using the "Track Changes" function if you are using MS Word/LaTeX, such that changes can be easily viewed by the editors and reviewers. (V) Please provide a short cover letter detailing your changes for the editors' and referees' approval.</p> <p>If one of the referees has suggested that your manuscript should undergo extensive English revisions, please address this issue during revision. We propose that you use one of the editing services listed at <a href="https://www.mdpi.com/authors/english">https://www.mdpi.com/authors/english</a> or have your manuscript checked by a native English-speaking colleague.</p> <p>Please do not hesitate to contact us if you have any questions regarding the revision of your manuscript or if you need more time. We look forward to hearing from you soon.</p> <p>Kind regards, Ms. Juanita Ong Assistant Editor E-Mail: <a href="mailto:juanita.ong@mdpi.com">juanita.ong@mdpi.com</a></p> <p>-- MDPI Office</p> <p>MDPI Administrative Sciences Editorial Office St. Alban-Anlage 66, 4052 Basel, Switzerland</p> <p><a href="https://mail.google.com/mail/u/0/?ik=3323e8cf53&amp;view=pt&amp;search=all&amp;permthid=thread-f:1754780125566115930&amp;siml=msg-f:17547801255661...">https://mail.google.com/mail/u/0/?ik=3323e8cf53&amp;view=pt&amp;search=all&amp;permthid=thread-f:1754780125566115930&amp;siml=msg-f:17547801255661...</a> 1/2</p>
<p>Point yang telah direvisi :</p>	<p>Konteks HRIS</p>



Evi Satispi &lt;evi.satispi@umj.ac.id&gt;

**[Administrative Sciences] Manuscript ID: admsci-2108812 - Manuscript Resubmitted**

Administrative Sciences Editorial Office <admsci@mdpi.com> 12 Januari 2023 pukul 17.44  
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Dear Dr. Rajiani,

Thank you very much for resubmitting the modified version of the following manuscript:

Manuscript ID: admsci-2108812  
Type of manuscript: Article  
Title: Human Resources Information System (HRIS) to Enhance Civil Servants' Innovation Outcomes: Compulsory or Complimentary?  
Authors: Evi Satispi \*, Ismi Rajiani \*, Mamun Murod, Andriansyah Andriansyah  
Received: 4 December 2022  
E-mails: evi.satispi@umj.ac.id, rajiani@ulm.ac.id, mamun.murod@umj.ac.id, andriansyah@dsn.moestopo.ac.id  
Submitted to section: Organizational Behavior  
[https://www.mdpi.com/journal/admsci/sections/organizational\\_behavior](https://www.mdpi.com/journal/admsci/sections/organizational_behavior)  
New Technologies and Institutional Change in Public Administration  
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A member of the editorial office will be in touch with you soon regarding progress of the manuscript.

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Evi Satispi &lt;evi.satispi@umj.ac.id&gt;

**[Administrative Sciences] Manuscript ID: admsci-2108812 - Accepted for Publication****Administrative Sciences Editorial Office** <admsci@mdpi.com>

17 Januari 2023 pukul 08.33

Balas Ke: Juanita Ong &lt;juanita.ong@mdpi.com&gt;, Administrative Sciences Editorial Office &lt;admsci@mdpi.com&gt;

Kepada: Ismi Rajiani &lt;rajiani@ulm.ac.id&gt;

Cc: Evi Satispi &lt;evi.satispi@umj.ac.id&gt;, Mamun Murod &lt;mamun.murod@umj.ac.id&gt;, Andriansyah Andriansyah &lt;andriansyah@dsn.moestopo.ac.id&gt;, Administrative Sciences Editorial Office &lt;admsci@mdpi.com&gt;, Juanita Ong &lt;juanita.ong@mdpi.com&gt;

Dear Dr. Rajiani,

Congratulations on the acceptance of your manuscript, and thank you for submitting your work to Administrative Sciences:

Manuscript ID: admsci-2108812

Type of manuscript: Article

Title: Human Resources Information System (HRIS) to Enhance Civil Servants'

Innovation Outcomes: Compulsory or Complimentary?

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Received: 4 December 2022

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andriansyah@dsn.moestopo.ac.id

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#### 4. Informasi Publis Paper

Hasil setelah Galley Proof Paper :

Bukti Informasi Publikasi Paper :

The screenshot shows a galley proof for an article in the journal *Administrative Sciences*, published by MDPI. The article title is "Human Resources Information System (HRIS) to Enhance Civil Servants' Innovation Outcomes: Compulsory or Complimentary?". The authors listed are Evi Satispi, Ismi Rajiani, Mamun Murod, and Andriansyah Andriansyah. The article includes an abstract, keywords, and an introduction section. The abstract discusses the impact of HRIS on innovation outcomes in Indonesian public sectors, examining factors like technology fit, organizational resources, and social influences. The introduction highlights the shift from traditional HRM to e-HRM and the challenges of digital transformation. The galley proof also features a "check for updates" button, citation information, and a Creative Commons Attribution (CC BY) license notice.

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