
Submission Acknowledgement

PJMS <pjms-office@adm.pcz.pl>

Fri, Aug 23, 2019 at 9:00

To: Somchanok Passakonjaras <somchanok@cbs.chula.ac.th>

Yanki Hartijasti <yanki.hartijasti@ui.ac.id>

Ismi Rajjani <ismi.rajjani@umg.ac.id>

Dear Authors

Thank you for submitting the manuscript, "SERVANT LEADERSHIP: AN EMPIRICAL STUDY OF INDONESIAN MANAGERS ACROSS DIFFERENT ETHNIC GROUPS" to Polish Journal of Management Studies (PJMS).

In the future please, if you have any questions, please contact me. Thank you for considering this journal as a venue for your work.

With very best wishes,

Yours faithfully,

Mariusz Sroka, PhD
PJMS Secretary Manager

Editor Decision on - Major Revisions required

PJMS <pjms-office@adm.pcz.pl>

Wed, Oct 16, 2019 at 10:05

To: Somchanok Passakonjaras <somchanok@cbs.chula.ac.th>

Yanki Hartijasti <yanki.hartijasti@ui.ac.id>

Ismi Rajiani <ismi.rajiani@umg.ac.id>

Dear Authors,

We have reached a decision regarding your submission to Polish Journal of Management Studies (PJMS) "SERVANT LEADERSHIP: AN EMPIRICAL STUDY OF INDONESIAN MANAGERS ACROSS DIFFERENT ETHNIC GROUPS"

Our decision is: **(MINOR) REVISIONS REQUIRED.**

Please find the following reviews attached: 1) An internal assessment covering both the editorial and technical aspects 2) A minimum of two independent reviewers from outside the organisation. Please respond to the comments made by the reviewer in a point-by-point manner and upload your response as a Word or PDF document. To ensure that we are aware of all of the modifications made to your article, please highlight each one in red (or use the 'Track Changes' function available in Microsoft Word). We would appreciate it if you could submit us the updated version of your article between three and four weeks from now. Please ensure that you do not forget: 1) If you could please answer all of the reviewers' comments by providing us the statement, we would really appreciate it. 2) Please provide us your consent to publish your article (copyright transfer), because if we do not have it, we will be unable to comply with the law in Poland, which states that we must have it in order to publish your work. 3) Please make sure that your name is prominently shown on the first page of the amended version of the article, that the submission date and the revision date are both filled in (the revision date should be the day on which you return the changed article to us), and that the biographical information in the Authors' Box at the bottom of the article is included. Make sure you use our template.

With the warmest of regards,

Mariusz Sroka, PhD
PJMS Secretary Manager

Similarity Report - Reducing Similarity Required

PJMS <pjms-office@adm.pcz.pl>

Mon, Nov 11, 2019 at 11:00

To: Somchanok Passakonjaras <somchanok@cbs.chula.ac.th>

Yanki Hartijasti <yanki.hartijasti@ui.ac.id>

Ismi Rajjani <ismi.rajjani@umg.ac.id>

Dear Authors,

For your convenience, a similarity report produced by Cross Check, one of the most widely used anti-plagiarism systems in the world. Cross Check is an anti-plagiarism system that is dedicated to editors and publishers. The similarity index for your situation is twenty (20) per cent. According to the specifications laid out in the standard, the similarity index must be at least 10% and no higher. If your index is higher than this number, it indicates that you have to modify your article within the next thirty days. Please exercise caution, as the Cross-Check function not only looks for terms that have been lifted word for word from other publications but also for lines that are very similar to those other publications but have been paraphrased. Therefore, it indicates that in some instances, the single words or phrases are italicised or underlined. It signifies that the system found that this sentence is too similar to the source and also has to be changed. Also, it should be changed because the system found it. Be aware that you can only view the summary report (the PDF attachment) but that the Editorial Board can also view the sources while they are working in the system; as a result, you should pay close attention to your article when you are updating it. Please take note that we adhere to international standards for publishing against dishonesty. This implies that after the second report for the revised article, we, as the Editorial Board, should inform your university that plagiarism was detected. This is only the case if the text needs to be prepared according to the required standards. I am grateful to you for your comprehension.

Best regards,
Secretariat of PJMS

Mariusz Sroka, PhD
PJMS Secretary Manager

Proofreading Request to the Author

PJMS <pjms-office@adm.pcz.pl>

Tue, Nov 26, 2019 at 8:10

To: Somchanok Passakonjaras <somchanok@cbs.chula.ac.th>

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Ismi Rajjani <ismi.rajjani@umg.ac.id>

Dear Authors,

Please accept my sincere gratitude for the contribution you made to the upcoming PJMS edition. Please refer to the PDF files that our DTP specialist has created and saved as proofs of your article. Within the next couple of days, it would be greatly appreciated if you could prepare the author's corrections to the provided proofs. After the final DTP has been completed, the number of pages will be adjusted after all of the articles' adjustments have been made. When correcting, you must be as specific as humanly feasible. Please use the yellow highlighter on all the spots where you want to make changes. Please be clear about which words you want to be added and where they should go when you want to add a missing comment. We ask that you provide detailed instructions, such as changing " **Old text** " to "**New text**." At the very end of the article, under the box labelled "Author's," please make sure to check the following: Your full postal address (name of the university, postal address, country, and e-mail address), as well as your ORCID number, are preferred. In the case of publications written by more than one author, we demand that you specify the relative contributions of each author. I am grateful to you for having such great understanding. Please keep in mind that at this stage in the process, you are only permitted to make changes that are required and small.

Please be aware that we can only make modifications in the event of a big catastrophe. At this point, we cannot make any changes to the text itself or the formatting of any minor details. I am grateful to you for your comprehension.

With the warmest of regards,

Mariusz Sroka, PhD
PJMS Secretary Manager



Letter of Acceptance

I am pleased to inform that after peer review process, the paper:

*“SERVANT LEADERSHIP: AN EMPIRICAL STUDY OF
INDONESIAN MANAGERS ACROSS DIFFERENT ETHNIC
GROUPS”*

written by

Passakonjaras, S., Hartijasti, Y., Rajjani, I.

has been accepted for publication in volume 20, 2019

Polish Journal of Management Studies

Polish Journal of Management Studies

THEME EDITOR

Prof. Sebastian Kot, PhD Eng.

Articles published

PJMS <pjms-office@adm.pcz.pl>

Tue, Dec 31, 2019 at 8:10

To: Somchanok Passakonjaras <somchanok@cbs.chula.ac.th>

Yanki Hartijasti <yanki.hartijasti@ui.ac.id>

Ismi Rajjani <ismi.rajiani@umg.ac.id>

Dear Authors,

We are pleased to inform you that we have just published your article in the 20th issue of the Polish Journal of Management Studies.

Thus, let us thank you for your co-operation.

We hope you will be so kind to promote our journal contents in your future scientific work and in your scientific environment.

We encourage you and your colleagues to publish future papers in our journal as well.

Please, find the link to your article below:

<https://pjms.zim.pcz.pl/resources/html/article/details?id=196733>

Yours faithfully,

Mariusz Sroka, PhDPJMS Secretary Manager