

REVIEWER

NAMA JURNAL :
Management Research Review

H – INDEX : 59

Q3 BUSINESS, Management and Accounting
SJR 2021 : 0.67

BUKTI KORESPONDENSI
REVIEWER ARTIKEL JURNAL INTERNASIONAL BEREPUTASI

How Job Crafting facilitate Work engagement: Exploring the mediating role of work meaningfulness in the service sector

No	Perihal	Tanggal
1	Invitation To Review	28 Agustus 2023
2	Research Review	30 Agustus 2023
3	Review	21 Sept 2023
4	Submitting review	21 Sept 2023

BUKTI No – 1 Invitation To Review



An Julian Soedarsono <anjusu09@gmail.com>

Invitation to Review for Management Research Review

1 pesan

Management Research Review <onbehalf@manuscriptcentral.com>
Balas Ke: lhe@geneseo.edu
Kepada: anjusu09@gmail.com

28 Agustus 2023 pukul 10.56

28-Aug-2023

Dear Dr. Yulianeu:

Manuscript ID MRR-06-2023-0464 entitled "How Job Crafting facilitate Work engagement: Exploring the mediating role of work meaningfulness in the service sector" has been submitted to Management Research Review. I would be grateful if you could provide a review of this manuscript. I believe that the paper is in your area of expertise and we would very much value your advice. The abstract of the paper appears at the end of this e-mail.

If you agree to review this paper, we would appreciate receiving your review within five weeks of the date of this email to help editors provide high quality decision letters to our authors that are both constructive and timely. If you are unable to review at this time, I would appreciate you recommending another expert reviewer.

Please let me know as soon as possible if you will be able to accept my invitation to review. I realize that our expert reviewers greatly contribute to the high standards of the Journal, and I thank you for your present and/or future participation.

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Sincerely,
Dr. Lerong He
Associate Editor, Management Research Review
lhe@geneseo.edu

MANUSCRIPT DETAILS

TITLE: How Job Crafting facilitate Work engagement: Exploring the mediating role of work meaningfulness in the service sector

ABSTRACT:

In this study, we examine the association between job crafting behavior and work engagement amongst service sector employees and mediation of work meaningfulness. Using JDR theory and Burning and Campion's theoretical lens, we propose that job crafting behavior positively impacts with work meaningfulness and work engagement for service sector employees. In addition, work meaningfulness mediates the relationship between job crafting behavior and work engagement.

Seven hundred eighty usable data was collected across the service sector companies located in India and Structural equation modelling was applied to the dataset to test the hypotheses.

Our results showed that job crafting positively impacts behavioral outcomes like work meaningfulness and work engagement. Findings argue that employees who engage in approach role-resource crafting are likely to find work

9/21/23, 11:46 AM

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meaningful and be more engaged. It was seen that work meaningfulness mediates the relationship between metacognition (job crafting) and work engagement, not social expansion (job crafting) and work engagement. This study provides an empirically tested, nuanced and comprehensive understanding of job crafting dimensional structure and explains how new forms of job crafting are related to specific outcomes. For instance, how metacognition (Job crafting) in service industry employees improves their work meaningfulness and engagement. job crafting that meets employee objectives but conflicts with expected organizational goals can be disadvantageous. Therefore, employee needs to be trained to facilitate desired crafting in order to harness the benefits of the crafting

BUKTI No – 2 Research Review



An Julian Soedarsono <anjusu09@gmail.com>

Manuscript ID MRR-06-2023-0464 now in your Reviewer Center - Management Research Review

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30 Agustus 2023 pukul 06.06

30-Aug-2023

Dear Dr. Yulianeu:

Thank you for agreeing to review Manuscript ID MRR-06-2023-0464 entitled "How Job Crafting facilitate Work engagement: Exploring the mediating role of work meaningfulness in the service sector" for Management Research Review. Please try your best to complete your review within the next 4 weeks.

In your review, please answer all questions. On the review page, there is a space for "Comments to Editor" and a space for "Comments to the Author." Please be sure to put your comments to the author in the appropriate space.

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All communications regarding this manuscript are privileged. Any conflict of interest, suspicion of duplicate publication, fabrication of data or plagiarism must immediately be reported to me.

Thank you for evaluating this manuscript.

Sincerely,
Dr. Lerong He
Associate Editor, Management Research Review
lhe@geneseo.edu

BUKTI No – 3 Review

9/21/23, 11:51 AM

ScholarOne Manuscripts

How Job Crafting facilitate Work engagement: Exploring the mediating role of work meaningfulness in the service sector

Reviewer Affiliation

STMIK DCI

Manuscript ID:

MRR-06-2023-0464

Manuscript Type

Original Article

Keywords

Job Crafting, Service sector, JDR theory, Metacognition, Social Expansion, work meaningfulness

Field Categories

Human Resource Management

Date Assigned:

30-Aug-2023

Date Review Returned:

21-Sep-2023

req 1. Originality: Does the paper contain new and significant information adequate to justify publication?

There are still very few researchers who discuss the influence of job crafting on employee work behavior using Bruning and Champion (2018) theoretical lens

req 2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?

This paper seems to have a strong psychological emphasis, so it seems to address relevant literature in the field in relation to its goals. I recommend some additions to this particular paper.

1. I think the author can provide a paragraph on Bruning and Campion theory (taxonomy) and then highlight the role of the adopted theory in each hypothesis development.
2. Regarding the examination of the effects of mediation, please, justify the reason for studying the mediation variable. For example, it could be explained like "xxx et al. (2014) noted that studying a mediation allows one to better understand the conditions in which a variable most strongly impacts an outcome variable. According to this, the study posits that work meaningfulness of employee can explain how JC can strengthening employee work engagement.

req 3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?

The methodological approach and conceptual framing seem very robust.

Nevertheless, and in a bid to add further clarity to the methodology section, the author should consider the following aspects:

1. There is a need to clarify the data source, it is stated in several parts that this research examines workers in the service sector, however in the sample and data collection section it is stated that the sample was taken from manufacturing and service sector companies. Clarifications on these aspects will help to confirm the data source.

2. How does the author ensure that the source data has been gathered originally using reliable instruments and would be appropriate to measure the underlying factors supporting the four variables under study? Clarifications on these aspects will help to confirm the reliability of the data set and soundness of the reported findings.
3. Which method was used for calculating the sample size?
4. What is the response rate for the data that has been distributed to respondents?

req 4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?

In general, results are clear, they say what they want to say. However, the discussion should explain the results with the help of adopting theory.

1. As per the findings, the variable "Work meaningfulness" plays an important mediating role in the model (metacognition (job crafting) and work engagement). The author could have elaborated further on this finding.
2. The two relevant theories are mentioned in the first part of Introduction. Please open up an idea of how the theory explains the hypothesized relationships (in the discussion Section). For example, for the JDR Theory, the concept of job crafting suggests that employees can take individual actions to reduce avoidable job demands and to enhance desirable job resources.
3. Instead of simply listing existing research results, the focus should be on the core results obtained in this research and a comparative analysis should be conducted with existing research results to improve your logical chain and provide your own explanation.

req 5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?

The paper clearly identifies implications for practice and future of "job crafting", consistent with its findings. However it is necessary to add several important points related to the use of burning and champion theory as well as implications and further research that may be carried out in the future with and possibly with other variables

req 6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the fields and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.

Paper has suitable technical content which the author described with clarity of expression and relevant knowledge. The author also makes good effort in describing the technical concepts in simple and easy to understand language.

In general, the paper is formatted and presented well. The references are up-to-date from authoritative sources.

The technical information presented in the paper is interesting and will be useful to researchers and practitioners.

Recommendation

Minor Revision

Confidential Comments to the Associate Editor-in-Chief

Comments to the Author - YOU MUST FILL THIS IN

The research systematics and methodology used are in accordance with the rules for writing scientific papers, there are only a few parts that still need improvement

Files attached

Do you want to get recognition for this review on [Web of Science](https://clarivate.com/products/scientific-and-academic-research/research-discovery-and-workflow-solutions/researcher-profiles/)?

Yes

Author's Response

Files attached

BUKTI No – 4 Submitting review

9/21/23, 11:48 AM

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Management Research Review

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Dear Dr. Aneu Yulianeu:

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On behalf of the Editors of Management Research Review, we appreciate the valuable and efficient contribution that each reviewer

Balas

Teruskan



An Julian Soedarsono <anjusu09@gmail.com>

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21 September 2023 pukul 09.38

Balas Ke: chunghuiquo@gmail.com

Kepada: anjusu09@gmail.com

21-Sep-2023

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Thank you for your participation.

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Management Research Review Editorial Office