

Dear Purwanti Dyah Pramanik, et.al

The author posing the interesting topics with title **The Moderating Role of Feedback on the Effect of Goal-Setting Participation on Innovative Work Behaviour.** After initial screening by editor and sent to two reviewers, the reviewers founds that

1. The article has a complete component (abstract, introduction, problem formulation, literature review, research methodology, discussion and conclusion).
 - Your research framework should be located at the end of literature review. Provide recent empirical reasoning dated 2020-2022 taken from Scopus journal to support your argument.
2. The literature review is pushed to suited the content but recent to the study (min number of references 60% of total references less than 10 years)
 - Update your references dated 2015-2022 as your topic is common many recent research are available.
3. Quality of Methodology are weak for scientific publication
 - Replace your references as Nenty and soon use more strong references as Hair etc. Why employee in 4 star hotels? This argument should be introduce on your introduction section and add data to Support it.
4. Quality of discussion is conclusive and well integrated
 - Shortened your descriptive data (respondent answer) to 1/2 page only. Focus on parametric analysis. Provide at least 10 Scopus journal as your conclusion argumentation.

Please revise within 1 weeks of acceptance this letter and in meanwhile we will publish your abstract in the due course. Again congratulations for your article that accepted in our journal to be published on Vol 11 No 2 December 2022.

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