



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Refereeing Process: Editor comments IJMIE-290100

2 messages

Inderscience Publishers <noreply@indersciencemail.com>

Tue, Jun 2, 2020 at 12:48 PM

Reply-To: Inderscience Publishers <noreply@indersciencemail.com>, Submissions Manager
<submissions@inderscience.com>

To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Prof. M. Shabri Abd. Majid" <mshabri@unsyiah.ac.id>, "Dr. Vesna Skrbinjek" <vesna.skrbinjek@mfdps.si>

Dear Author(s),

We have received the review reports for your paper "Do Distributive and Procedural Justice Matter for Job Satisfaction? The Case of State Islamic Higher Education Institutions in Indonesia".

We require now that you implement in your submission the following recommendations made by the reviewers until 30 July:

Reviewer A Comments:

=====

Changes which must be made before publication:

1. There was no information about the instrument – the author(s), the validity and the reliability of the instrument;
2. "To examine the relationship between dependent and independent variables, the multiple regression technique is adopted to answer the questions" --- instead of multiple regression technique, Pearson Correlation Coefficient should be applied to examine the relationship between two variables;
3. The researchers just mentioned there were a need to test the normality, multicollinearity, and heteroscedasticity of the instrument but in fact did not report it;
4. The researchers mixed up the findings, discussion and even the implication part. It is good to separate these three parts so as the readers can easily follow the development.
5. The paragraph before the conclusion: "...Overall, our study shows that our estimated model is good enough and free from misspecification; thus, the findings of the study could be further inferred for similar characteristics of universities in Indonesia.....". It is not suitable to be positioned there. More importantly, did the study employ model testing? For my understanding, it just involved descriptive statistics and linear correlation.

6. Pg. 2, 2.2 Remuneration

"It refers to all types of rewards (Mondy & Noe, 2006), either financial rewards, tangible services or benefits obtained by employees Milkovich, Newman, and Milkovich (2002), as a result of reciprocal relationships at work. Reward if provided to:....." ---- please correct the sentence highlighted in yellow to "... by employees (Milkovich, Newman, and Milkovich, 2002)....."

Reviewer B Comments:

=====

Suggestions which would improve the quality of the paper but are not essential for publication:

Before publication the following changes should be applied:

1. A more elaborate description of the institutional background (the HE system) and especially of remuneration system, its changes and most critical issues should be provided. There is a short description available in chapter 2.2, yet I believe it should be extended and added in a separate chapter.
2. Related to the comment above, authors should reconsider to re-organize the text. I would suggest that introduction is followed by a detailed description of the institutional background and remuneration system, followed by the literature review and presentation of empirical findings.
3. Current chapter 2 should be better organized – the chapter should provide an overview of literature, yet the first four sections are aimed to definition of concepts. This is however important, yet it could be joined under one sub-chapter. As regards the review of previous studies, also studies for other Asian and Western countries should be added.
4. Empirical findings:
 - a. Have authors consider to apply factor analysis to construct a joint indicator measures?
 - b. Within each category scores are calculated as a mean value. Have the authors checked also the median values?
 - c. Have there been any significant difference between respondents from different institutions? This could point that there are also other non-observable factors that drive their perception.
 - d. I would suggest not to use the term "influence" when interpreting the regression results. More appropriate term would be "association" / "relation".
 - e. The regression includes only two independent variables. I would suggest authors to upgrade the regression model to include also for other characteristics of respondents and their institutions. The regression model should be written

also in the equation form and more details should on the regression method should be added.

f. How findings compare with other studies, both for Indonesia and other countries.

5. In the introduction authors state: »problems are more evident in tertiary institutions, both religious and non-religious,« - why authors differentiate between the two?

6. Is something missing in this sentence: As an illustration, the comparison of grade and amount of remuneration received by the employees of a BLU-based PTKIN, the Ar-Raniry State Islamic University (UIN Ar-Raniry) Banda Aceh, Indonesia.

Changes which must be made before publication:

Please see above.

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:

Login via <http://www.inderscience.com/ospeers/login.php>

(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=290100> and scroll-down to find the input box "Author's revised version of file".

Click on 'Browse...' to select the revised document to be submitted and click 'Upload'.

6) Click on "Editor/Author Comments" to access the referee(s) comments and possible annotated files.

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.

To remove the personal information about tracked changes in MS Word:

In Word 2007: Round Office button -> Prepare -> Inspect Document -> Inspect -> Document Properties and Personal Information -> Remove All -> Close

In Word 2010 and later: File > Check for Issues -> Inspect Document -> Inspect -> Document Properties and Personal Information -> Remove All -> Close

If you have problems uploading the file with your revised manuscript please contact submissions@inderscience.com indicating the submission ID of your article.

NOTES:

- In general we expect to receive your revised manuscript within three months or by the revision deadline established by the editor. Please contact the editor if you will take more than three months to resubmit your revised manuscript.
- It is the publisher's policy to give authors the opportunity to revise and improve their submitted papers to be accepted for publication, as requested by the referees. Please note that all the revisions, editing and English correction requested have to be made and accepted by the referees otherwise the paper will be rejected at any stage of the refereeing process.

Your prompt attention is much appreciated.

Dr. Vesna Skrbinjek
Int. J. of Management in Education (IJMIE)

submissions@inderscience.com

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>

Tue, Jun 2, 2020 at 3:32 PM

To: Inderscience Publishers <noreply@indersciencemail.com>, Submissions Manager <submissions@inderscience.com>

Cc: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Dr. Vesna Skrbinjek" <vesna.skrbinjek@mfdps.si>

Many thanks for your email, informing us the feedbacks from the reviewers. We will make the revision as suggested by the reviewers

[Quoted text hidden]



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Refereeing Process: Editor comments IJMIE-290100

1 message

Inderscience Publishers <noreply@indersciencemail.com>

Mon, Aug 17, 2020 at 8:38 PM

Reply-To: Inderscience Publishers <noreply@indersciencemail.com>

To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Prof. M. Shabri Abd. Majid" <mshabri@unsyiah.ac.id>, "Ms. Kalpana Srinivasan" <kalpana.srinivasan@astra.xlri.ac.in>

Dear Author,

We thank you for your revised submission and we are in the process of reviewing the same. We will get in touch with you shortly on the outcome of your submission.

Best
Kalpana Srinivasan

Ms. Kalpana Srinivasan
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Refereeing Process: Editor comments IJMIE-290100

1 message

Inderscience Publishers <noreply@indersciencemail.com>

Sun, Nov 29, 2020 at 11:06 PM

Reply-To: Inderscience Publishers <noreply@indersciencemail.com>

To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Prof. M. Shabri Abd. Majid" <mshabri@unsyiah.ac.id>, "Ms. Kalpana Srinivasan" <kalpana.srinivasan@astra.xlri.ac.in>

Dear Author(s),

I have received your reminder on your submission. At the moment, I can assure you that everything is being done from the editor's desk to expedite decision on every submission that is being made to the journal, and this includes your submission as well.

Please await our response at the earliest. We are looking into this. We appreciate your patience in this matter.

Best
Kalpana Srinivasan

Ms. Kalpana Srinivasan
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Refereeing Process: Editor comments IJMIE-290100

2 messages

Inderscience Publishers <noreply@indersciencemail.com> Mon, Mar 22, 2021 at 3:37 AM

Reply-To: Inderscience Publishers <noreply@indersciencemail.com>

To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Prof. M. Shabri Abd. Majid" <mshabri@unsyiah.ac.id>, "Ms. Kalpana Srinivasan" <kalpana.srinivasan@astra.xlri.ac.in>

Dear Author(s),

Could you add some additional information on the following items.

- 1) What is the purpose of the semi-structured interview with policy makers? What were the results of the same?
- 2) How was the category for remark arrived at based on the mean scores for each item?
- 3) Heading 3.1.2 seems to have shared/common/repetitive text with the overview section.

Best
KalpanaMs. Kalpana Srinivasan
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>
To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Mon, Mar 22, 2021 at 8:28 AM

Syara meutuwah, nyo kana komen dari IJMIE, mohon bantuannya utk meresponnya...

[Quoted text hidden]

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Prof. Dr. M. Shabri Abd. Majid, M.Ec
Head, Master of Economics
Faculty of Economics and Business
Syiah Kuala University, Darussalam, Banda Aceh, 23111, Indonesia

2 attachments**Ibrahim et al-2020-IJMIE#1.editedFinal version2.docx**
113K**ijmie- AZHAR.pdf**
1419K



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Submission of a revised paper - Editor comments IJMIE-290100

1 message

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>

Wed, Apr 7, 2021 at 2:33 AM

To: Kalpana Perungudi Srinivasan <kalpana.srinivasan@astra.xlri.ac.in>

Cc: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>

Dear Ms. Kalpana Srinivasan,
International Journal of Management in Education (IJMIE)

May this message find you in the best of your health amid the covid-19 outbreak.

Attached, kindly find our revised article based on the editor comments. Our responses to the comments are also attached. I have also submitted the revised article through the journal website.

Hopefully, the revision satisfies the editor.

Many thanks for the constructive suggestions and looking forward to receiving prompt and positive responses.

Best Regards,
Prof. Dr. M. Shabri Abd. Majid
Corresponding author

On Mon, Mar 22, 2021 at 3:58 AM Inderscience Publishers <noreply@indersciencemail.com> wrote:

Dear Author(s),

Could you add some additional information on the following items.


- 1) What is the purpose of the semi-structured interview with policy makers? What were the results of the same?
- 2) How was the category for remark arrived at based on the mean scores for each item?
- 3) Heading 3.1.2 seems to have shared/common/repetitive text with the overview section.

Best
Kalpana

Ms. Kalpana Srinivasan
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com

--
Prof. Dr. M. Shabri Abd. Majid, M.Ec
Head, Master of Economics
Faculty of Economics and Business
Syiah Kuala University, Darussalam, Banda Aceh, 23111, Indonesia

2 attachments

 **Our Responses to the Editor -IJMIE.docx**
13K

 **Ibrahim et al-2020-IJMIE#1.editedFinal version3.doc**
344K



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Refereeing Process: Editor comments IJMIE-290100

2 messages

Inderscience Publishers <noreply@indersciencemail.com> Thu, Apr 15, 2021 at 12:56 AM
Reply-To: Inderscience Publishers <noreply@indersciencemail.com>
To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Prof. M. Shabri Abd. Majid" <mshabri@unsyiah.ac.id>, "Ms. Kalpana Srinivasan" <kalpana.srinivasan@astra.xlri.ac.in>

Dear Authors,

Please find my response below against the same numbered responses from your end.

- 1) This text tells me nothing about the interviews or why it was done. What was its purpose? What were the findings?
- 2) I am not too clear on how this calculation was done by reading the explanation. Also, how did this calculation provide the basis for interviews?
- 3) I don't see any value add in this literature. It seems more space filling than adding any additional insight. Either delete OR find more appropriate literature to describe remuneration.

Ms. Kalpana Srinivasan
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id> Thu, Apr 15, 2021 at 1:21 AM
To: Inderscience Publishers <noreply@indersciencemail.com>
Cc: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Ms. Kalpana Srinivasan" <kalpana.srinivasan@astra.xlri.ac.in>

Many thanks for your evaluation of our revision and constructive suggestion.
We will again look into it and make further revision.
We will get it back to you soon.

Best Regards,

[Quoted text hidden]

--

Prof. Dr. M. Shabri Abd. Majid, M.Ec
Head, Master of Economics
Faculty of Economics and Business
Syiah Kuala University, Darussalam, Banda Aceh, 23111, Indonesia

Re-submission of Our Revised Manuscript - Editor comments IJMIE-290100

1 message

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>

Tue, Apr 20, 2021 at 12:54 AM

To: Inderscience Publishers <noreply@indersciencemail.com>

Cc: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Ms. Kalpana Srinivasan" <kalpana.srinivasan@astra.xlri.ac.in>

Dear Prof,

Attached, kindly find the revision of our manuscript based on Editor comments IJMIE-290100. Our response to the comments is also attached. The revised manuscript and our response to the Editor Comments have also been submitted through the journal website.

We have tried our best to incorporate your constructive suggestions. Many thanks for your constructive comments.

We are looking forward to receiving a positive response and prompt reply from you.

Best Regards,
Prof. Dr. M. Shabri Abd. Majid
Corresponding author

On Thu, Apr 15, 2021 at 12:56 AM Inderscience Publishers <noreply@indersciencemail.com> wrote:

Dear Authors,

Please find my response below against the same numbered responses from your end.

- 1) This text tells me nothing about the interviews or why it was done. What was its purpose? What were the findings?
- 2) I am not too clear on how this calculation was done by reading the explanation. Also, how did this calculation provide the basis for interviews?
- 3) I don't see any value add in this literature. It seems more space filling than adding any additional insight. Either delete OR find more appropriate literature to describe remuneration.


Ms. Kalpana Srinivasan
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com


--
Prof. Dr. M. Shabri Abd. Majid, M.Ec
Head, Master of Economics
Faculty of Economics and Business
Syiah Kuala University, Darussalam, Banda Aceh, 23111, Indonesia



Virus-free. www.avast.com

2 attachments

 **Ibrahim et al-2020-IJMIE#1.editedFinal version4.docx**
126K

 **Our Responses to the Editor #2-IJMIE.doc**
31K



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Fwd: Seeking Info about the status of our paper-IJMIE-290100

1 message

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>
To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Fri, Mar 25, 2022 at 12:20 PM

----- Forwarded message -----

From: **M. Shabri Abd. Majid** <mshabri@unsyiah.ac.id>
Date: Mon, Jun 14, 2021, 3:22 AM
Subject: Seeking Info about the status of our paper-IJMIE-290100
To: Kalpana Perungudi Srinivasan <kalpana.srinivasan@astra.xlri.ac.in>

Dear Ms. Ms. Kalpana Srinivasan

May this message find you in the best of health amidst the pandemic Covid-19 outbreak.

We have been waiting for your response about the status of our revised paper (IJMIE-290100) submitted to you since 19 April 2021.

It has been 1 year and 8 months since the first submission.

We are sorry for bothering you about the progress of our paper.

Kind Regards,
Prof. Dr. M. Shabri Abd. Majid

----- Forwarded message -----

From: **M. Shabri Abd. Majid** <mshabri@unsyiah.ac.id>
Date: Tue, Apr 20, 2021 at 12:54 AM
Subject: Re-submission of Our Revised Manuscript - Editor comments IJMIE-290100
To: Inderscience Publishers <noreply@indersciencemail.com>
Cc: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, Ms. Kalpana Srinivasan <kalpana.srinivasan@astra.xlri.ac.in>

Dear Prof,

Attached, kindly find the revision of our manuscript based on Editor comments IJMIE-290100. Our response to the comments is also attached. The revised manuscript and our response to the Editor Comments have also been submitted through the journal website.

We have tried our best to incorporate your constructive suggestions. Many thanks for your constructive comments.

We are looking forward to receiving a positive response and prompt reply from you.

Best Regards,
Prof. Dr. M. Shabri Abd. Majid
Corresponding author

On Thu, Apr 15, 2021 at 12:56 AM Inderscience Publishers <noreply@indersciencemail.com> wrote:

Dear Authors,

Please find my response below against the same numbered responses from your end.

- 1) This text tells me nothing about the interviews or why it was done. What was its purpose? What were the findings?
- 2) I am not too clear on how this calculation was done by reading the explanation. Also, how did this calculation provide the basis for interviews?
- 3) I don't see any value add in this literature. It seems more space filling than adding any additional insight. Either



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Refereeing Process: Editor comments IJMIE-290100

2 messages

Inderscience Publishers <noreply@indersciencemail.com> Sun, Jun 20, 2021 at 12:41 PM
Reply-To: Inderscience Publishers <noreply@indersciencemail.com>
To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>, Ms Ana Fitria <ana.fitria@ar-raniry.ac.id>, "Prof. M. Shabri Abd. Majid" <mshabri@unsyiah.ac.id>, "Ms. Kalpana Srinivasan" <kalpana.srinivasan@astra.xlri.ac.in>

Dear Author,

I hope this message also find you amidst best health and spirit in these tough times.

Your email is not a bother at all. Authors can always email the journal editors for any clarifications.

I assure you that we are close to a decision and the pandemic has certainly influenced the decision making process given some of the panels personal circumstances has kept them indisposed for longer durations than expected. And decisions cannot be handed over to others who have not been in the review process. I hope that the authors can understand this and we truly appreciate their patience.

Best
Kalpana

Ms. Kalpana Srinivasan
Int. J. of Management in Education (IJMIE)
submissions@inderscience.com

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id> Fri, Mar 25, 2022 at 12:20 PM
To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

[Quoted text hidden]



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Final Refereeing Decision IJMIE_290100

2 messages

Inderscience Publishers <noreply@indersciencemail.com> Sun, Jun 20, 2021 at 8:16 PM
Reply-To: Inderscience Publishers <noreply@indersciencemail.com>
To: azharsyah@ar-raniry.ac.id, ana.fitria@ar-raniry.ac.id, mshabri@unsyiah.ac.id, Editor <vesna.skrbinjek@mfdps.si>, Handling Editor <kalpana.srinivasan@astra.xlri.ac.in>

Dear Azharsyah Ibrahim, Ana Fitria, M. Shabri Abd. Majid,

Ref: Submission "Do Distributive and Procedural Justice Matter for Job Satisfaction? The Case of State Islamic Higher Education Institutions in Indonesia"

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 "Browse" 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 Skrbinek
Editor of International Journal of Management in Education
Inderscience Publishers Ltd.
submissions@inderscience.com

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>
To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Fri, Mar 25, 2022 at 12:20 PM



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

We are waiting for your final version for your submission IJMIE-290100

2 messages

Aidie <aidie@journalservice.net>

Mon, Jun 21, 2021 at 1:54 AM

To: azharsyah@ar-raniry.ac.id, ana.fitria@ar-raniry.ac.id, mshabri@unsyiah.ac.id

Dear Authors,

Ref: IJMIE-290100, entitled "Do Distributive and Procedural Justice Matter for Job Satisfaction? The Case of State Islamic Higher Education Institutions in Indonesia", submitted for the International Journal of Management in Education.

Your paper has been accepted for publishing, but we cannot process it for publishing because we don't have your "author's final version". To upload your "author's final version", you need to login at <http://www.inderscience.com/login.php> and execute the following six tasks:

1. Save the "Editor's post-review version" on your local disk and name it "authorFinalVersion."
2. Restore the author's identification, such as names, email addresses, mailing addresses and biographical statements in the first page of your local file "authorFinalVersion."
3. Use the appropriate "Browse" and "Upload" buttons to upload your file "authorFinalVersion."
4. Click on "Update Metadata" to correct only the title, abstract and keywords according the recommendations received from the Editor. You do not need to correct authors' details or add new co-authors in this stage. Do not forget to click the "Update" button to save your changes.
5. Once you have updated the metadata, check the box "Yes."
6. Upload a zipped file with the Copyright Agreement forms signed by each author. Please insert the full names of all authors, reflecting the name order given in the article.

Finally click on the "Notify Editor" button to let the editor know that you have uploaded your final version.

Your prompt attention and co-operation is much appreciated.

Best Regards,

--

Aidie
Inderscience Publishers Ltd

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>

Fri, Mar 25, 2022 at 12:19 PM

To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

[Quoted text hidden]



Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

**Fwd: Request to upload the copyright agreement for your submission
IJMIE_290100**

1 message

M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>
To: Dr Azharsyah Ibrahim <azharsyah@ar-raniry.ac.id>

Fri, Mar 25, 2022 at 12:19 PM

----- Forwarded message -----

From: **Online Submissions** <noreply@indersciencemail.com>

Date: Mon, Jun 21, 2021, 1:54 AM

Subject: Request to upload the copyright agreement for your submission IJMIE_290100

To: M. Shabri Abd. Majid <mshabri@unsyiah.ac.id>, Online Submissions Manager <julie@inderscience.com>

Dear Author(s),

We have received your paper "Do Distributive and Procedural Justice Matter for Job Satisfaction? The Case of State Islamic Higher Education Institutions in Indonesia" for publication in International Journal of Management in Education (IJMIE).

A paper cannot be processed for publication without a signature from every author on a Copyright Agreement Form.

If there is more than one author for a paper every author must sign. It is not acceptable for one author to sign on behalf of all authors.

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