



Hafas Furqani <hafasf@gmail.com>

Invitation to Review for the International Journal of Ethics and Systems

1 message

International Journal of Ethics and Systems <onbehalf@manuscriptcentral.com>

Tue, Jun 28, 2022 at 1:38 PM

Reply-To: Sebastian.Berger@uwe.ac.uk

To: hafasf@gmail.com

28-Jun-2022

Dear Dr. Furqani,

Manuscript ID IJOES-02-2022-0049.R1 entitled "Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors" has been submitted to the International Journal of Ethics and Systems. This manuscript is a revised version.

I invite you to review this manuscript. I trust that you will be able to help us out in this academic endeavour and respond to us soon.

Please click the appropriate link below to automatically register your reply with our online submission and review system.

*** PLEASE NOTE: This is a two-step process. After clicking on the link, you will be directed to a webpage to confirm. ***

Agreed: https://mc.manuscriptcentral.com/ijoes?URL_MASK=96f2f664182f483b87363a40c9fb1718

Declined: https://mc.manuscriptcentral.com/ijoes?URL_MASK=26157ec2017a421498ca27b919e539ca

Once you accept my invitation to review this manuscript, you will be notified via e-mail about how to access ScholarOne Manuscripts, our online manuscript submission and review system. You will then have access to the manuscript and referee instructions in your Referee Centre.

I thank you for your review assistance in advance.

Yours sincerely,
Dr. Sebastian Berger
Editor, International Journal of Ethics and Systems
University of the West of England
Bristol Business School
Cold harbour Lane
Frenchay
Bristol
BS16 1QY
United Kingdom of Great Britain and Northern Ireland

Sebastian.Berger@uwe.ac.uk

MANUSCRIPT DETAILS

TITLE: Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors

ABSTRACT:

Unethical leadership represents one of the most serious obstacles to the development of organizations and societies. Although a range of empirical studies has investigated unethical leadership behaviour in different contexts, studies on this issue are almost non-existent within the Algerian context. This study aims to explore the role of social and organizational factors in shaping unethical leadership behaviour within Algerian public organizations.

A series of in-depth interviews were conducted with fifteen leaders from public organizations. The collected data was analyzed using a thematic approach with ATLAS.ti 8 software.

The reported social and organizational factors fall into five themes: social values, organizational culture, corruption, peer influence, and political environment.

Given the grave consequences of unethical leadership behaviour, this study contributes to our understanding of the role of social and organizational factors in shaping unethical leadership behaviour in an understudied context. This can help in mitigating the factors that lay the ground for these destructive and unethical behaviours in public organizations.



Hafas Furqani <hafasf@gmail.com>

Manuscript ID IJOES-02-2022-0049.R1 now in your Referee Centre - International Journal of Ethics and Systems

1 message

International Journal of Ethics and Systems <onbehalf@manuscriptcentral.com>

Thu, Jul 7, 2022 at 1:30 PM

Reply-To: Sebastian.Berger@uwe.ac.uk

To: hafasf@gmail.com

07-Jul-2022

Dear Dr. Furqani,

Thank you for agreeing to review Manuscript ID IJOES-02-2022-0049.R1 entitled "Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors" for the International Journal of Ethics and Systems. 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.

To access the manuscript, click this link:

https://mc.manuscriptcentral.com/ijoes?URL_MASK=0c676e4d978546c5b35c933b78fcb5a5

You can also access the manuscript by logging in to the International Journal of Ethics and Systems - ScholarOne Manuscripts site at <https://mc.manuscriptcentral.com/ijoes>. Your case-sensitive USER ID is hafasf@gmail.com.

For security purposes your password is not listed in this email. If you are unsure of your password you may click the link below to set a new password.

https://mc.manuscriptcentral.com/ijoes?URL_MASK=058f58eccccf470794183a1adc5f0e8d

Please note that the single use link will expire on 10-Jul-2022 6:30:35 AM GMT / 10-Jul-2022 7:30:35 AM BST. If the single use link has expired, you can generate a single use password by entering your email address into the Password Help function on your site log in page: <https://mc.manuscriptcentral.com/ijoes>

Once you are logged in, the Main Menu will be displayed. Please click on the Referee Centre, where you will find the manuscript listed under "Awaiting Referee Scores." You can click on the manuscript title from this point or you can click on the "View Details" button to begin reviewing the manuscript.

If you wish to view the manuscript and the review form simultaneously, click on the HTML or PDF icons – the manuscript will open in a new window. Leave the new window open, switch back to the main window, and open the score sheet by clicking on the Score Sheet tab. Follow the instructions for referees provided in the ScholarOne Manuscripts site. I strongly encourage you to elaborate on your review in the space provided. Your specific comments will offer valuable feedback to improve future work. It is essential that you click the "Save" button if you wish to exit the review before you submit it to the Editor. Otherwise, none of the information that you have entered will be saved in the system. When you have completed your review and are ready to submit it to the Editor, click on "Submit."

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.

Yours sincerely,
Dr. Sebastian Berger
Editor, International Journal of Ethics and Systems
Sebastian.Berger@uwe.ac.uk

Authors response to referees comments:

Dear Dr. Sebastian Berger,

Thank you for your decision letter and for the reviewers' comments concerning our manuscript ID IJOES-02-2022-0049 entitled "Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors". The comments provided by the reviewers are very valuable and helpful for revising and improving our manuscript, as well as the quality of our research.

We have read the comments carefully and we made all the necessary revisions by responding to the reviewers' comments.

The research gap in this paper was further strengthened and supported with up-to-date citations to show the significance of this study as suggested by the reviewers.

The researchers supplemented the manuscript with relevant and recent publications on the issue of unethical leadership behavior as suggested by the reviewers.

A literature review section was added to discuss relevant theories and empirical studies on the issue of unethical leadership behavior as was suggested by the reviewers.

Information about the appropriateness of the respondent group was added. The researchers also explained the rationale for selecting participants for this study.

Also, the researchers added information about the number of companies included in this study as suggested by the reviewers.

Finally, the theory of planned behavior which the reviewers suggested that it could help in interpreting some of the study's emerging themes was referred to in the findings and discussion section of the paper to improve the quality of the analysis.

Kind regards,



Hafas Furqani <hafasf@gmail.com>

Reminder: International Journal of Ethics and Systems

1 message

International Journal of Ethics and Systems <onbehalf@manuscriptcentral.com>

Tue, Aug 2, 2022 at 6:41 PM

Reply-To: lizzy.seal@gmail.com

To: hafasf@gmail.com

02-Aug-2022

Dear Dr. Furqani,

Recently, you agreed to review Manuscript ID IJOES-02-2022-0049.R1, entitled "Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors." The manuscript is located in your Referee Centre at <https://mc.manuscriptcentral.com/ijoes>.

This e-mail is simply a reminder that your review is due in one week. I appreciate your help in accomplishing our goal of having an expedited reviewing process. Please do not hesitate to contact me if I can be of any assistance.

Yours sincerely,

Ms. Lizzy Seal

Editor, International Journal of Ethics and Systems

lizzy.seal@gmail.com

Reviewer update for International Journal of Ethics and Systems

1 message

International Journal of Ethics and Systems <onbehalf@manuscriptcentral.com>

Fri, Aug 19, 2022 at 6:29 PM

Reply-To: lizzy.seal@gmail.com

To: lizzy.seal@gmail.com

19-Aug-2022

Dear Reviewer,

Thank you for your review of IJOES-02-2022-0049.R1 entitled Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors for International Journal of Ethics and Systems.

This paper has received a Accept decision.

Thank you for offering your expertise and on-going support. It is much appreciated.

Yours sincerely,

Lizzy Seal

Editor-in-Chief

International Journal of Ethics and Systems

Reviewers' comments:

Referee: 1

Recommendation: Accept

Comments:

The paper is well written. Consider including implications for policy to enhance the relevance of the study.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: The paper presents new and significant contributions to literature by investigating a known phenomenon, unethical behaviour, in a new context, Algeria. The information provided in the study is adequate and justified for publication.
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?: The author reviews relative and quite a number of recent literature to explain the study. The author shows how extant literature reviewed relates to the paper and helps in achieving the objectives of the study.
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 author discusses the research design employed, the sampling technique and the basis for the sample size used. Given that the subject is grey in the Algerian context, it is appropriate that the author employs the chosen methodology, qualitative methodology, to understand the meanings ascribed to the phenomenon in the context by the respondents.
4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: The results are well presented and communicated. The conclusions made flow from the other aspects of the study. The author shows the relationships between the findings and existing research on the subject and between the findings of the study and theory.
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 presents practical implications for public organizations in Algeria. The author cites ways in which the findings could help in mitigating unethical leadership behaviours in Algeria public organizations.

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field 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.: The paper is well written. The author uses appropriate language to communicate clearly to enhance readability.

Referee: 2

Recommendation: Accept

Comments:

The paper can be accepted. But if possible the author can make more justification for the implication of the paper and its application for other countries.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: The paper discusses an interesting issue on Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors. It contain new and significant information and has made significant revision based on reviewer's comments.

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?: The paper has added new latest references and makes revisions. This has improved the quality of the paper

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 methodology is solid

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: The discussion of the result is good and the author has accomodated reviewer's comments

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?: Implications of the research is very clear, but it is still very much local. Can it be applied to other countries? More justification is still needed.

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field 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.: The quality of communication is good, concise and clear.

Thank you for your review

1 message

noreplies@emerald.com <noreplies@emerald.com>

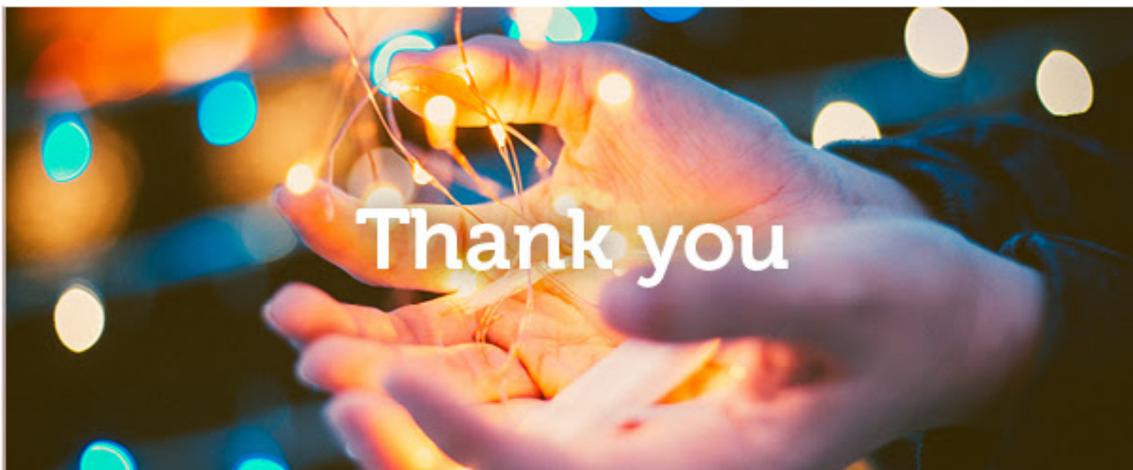
Tue, Sep 13, 2022 at 7:04 PM

Reply-To: "noreplies@emerald.com" <reply-fe9213707665027a70-409_HTML-74212441-7214338-

617@email.emeraldinsight.com>

To: hafasf@gmail.com

[View this message online](#) | [Forward to a friend](#)



*** Please note that this email has been sent from a mailbox which is not monitored. If you have a query in relation to your role as a reviewer, please refer to the FAQs within this message. ***

Hello,

Thank you for reviewing 'Unethical Leadership Behaviour in Algerian Public Organizations: Unravelling Social and Organizational Factors'. To thank you, we're giving you access to our extensive collection of peer-reviewed journals (excluding Backfiles) where you'll be able to download up to 40 articles for your own personal use, within 3 months of receiving this email.

- Simply visit our website [via this link](#).
- You will either be prompted to choose a password or asked to log in. If you're asked to choose a password, please do so. If you are asked to log in, please use the 'Forgot your password' link to reset your account and create a password.
- When using your access token, you may see 'Access restricted' against your search result. You will be invited to use one of your credits to download the full text. More information is available on the [website](#).
- If you have any questions regarding your access, please contact support@emerald.com.

For more information and support relating to your role as a reviewer, please refer to our [FAQs](#).

Thank you again for your review.

Kind regards

The Emerald Team



Want to keep up-to-date with the latest research in your field? You can review your email preferences [here](#).

Together we can make a **Real Impact**.



You are receiving this service communication as it contains important information relevant to your role as a valued Emerald customer or contributor. Please note that this is not a marketing email.

Your privacy:

We are contacting you at the following address - hafasf@gmail.com. Emerald is committed to protecting your personal information and we will only process your data in line with our privacy notice, [available here](#), which explains how we use and share your personal information and your rights in relation to this.

If you are no longer the correct person to receive this information or your contact details have changed, please [email replies@emerald.com](mailto:email_replies@emerald.com).

Company information:

Emerald Publishing Limited is a company registered in England with number 3080506, VAT No. GB 665 3593 06 and registered office at Howard House, Wagon Lane, Bingley, West Yorkshire, BD16 1WA, United Kingdom.

© Emerald Publishing Limited