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- 1967年,英国University of Bradford的50名学者创立
- 学科主要涉及**管理学、图情学、工程学**等







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Emerald 管理学核心期刊

- Emerald管理学核心刊物有77本,其中,Q1区刊物有17本,Q2区刊物有
 28本;
- Emerald期刊大部分为主题性期刊, 综合性期刊较少;







管理学Q1核心刊物推荐(1)

Operations, Logistics & Quality

运营物流与质量管理学科合 集所有期刊均为Scopus收 录,其中87%期刊为WOS 收录,文章年均下载量高达 320万次;



International Journal of Operations & Production Management 《经营与生产管理国际期刊》 2022 IF: 9.9



Journal of Manufacturing Technology Management 《生产工艺管理杂志》 2022 IF: 7.6

主题范围覆盖:供应链管理、
质量控制、生产管理、冷链
管理、绿色供应链、服务管
理、技术管理等。



Supply Chain Management: An International Journal 《供应链管理》 2022 IF: 7.5



The International Journal of Logistics Management 《物流管理》 2022 IF: 11.1



管理学Q1核心刊物推荐(2)

Information & Knowledge Management

信息与知识管理合集内92%为WOS收录期刊,包括世界著名的知识管理期刊Journal of Knowledge Management 和"万维网"术语发源期刊 Internet Research。该学科合集主题范围包括大数据、电子商务、物联网、人工智能等。



Internet Research 《因特网研究》 2022 IF 5.9



Journal of Enterprise Information Management 《企业信息管理杂志》 2022 IF 6.5 Detretained by the second seco

Journal of Knowledge Management 《知识管理杂志》 2022 IF 7.0





Accounting, Finance & Economics

会计、金融与经济学合集内93%为WOS收录期刊,文章年下载量约320万次,主题范围包括:人力资本管理、数字会计和会计信息系统、风险管理战略等。



Sustainability Accounting Management and Policy Journal 《可持续性会计、管理与政策》 2022 IF 4.5



China Agricultural Economic Review 《中国农业经济评论》 2022 IF 5.1



International Journal of Manpower 《人力资源国际期刊》 2022 IF 4.4



管理学Q1核心刊物推荐(4)

Education



Education + Training 《教育与培训》 2022 IF 3.6 <page-header><text><section-header>

Journal of Professional Capital and Community 《专业资本与共同体》 2022 IF 3.8





管理学Q1核心刊物推荐(5)

HR & Learning & Organization Studies

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主题范围涵盖:人才管理、组织管理、职 业发展、绩效管理、性别与组织等。





Gender in Management: An International Journal 《性别与管理》 2022 IF 3.7 Personnel Review: A Journal of People, Work and Organisations 《人事评论:关于人、工作与组织期刊》 2022 IF 3.9



管理学Q1核心刊物推荐(6)

Other Subject Collections



Journal of Service Management 《服务管理杂志》 2022 IF 10.6



Journal of Research in Interactive Marketing 《互动营销研究》 2022 IF 8.2



International Journal of Contemporary Hospitality Management 《当代服务业管理国际期刊》 2022 IF 8.2



管理学Q2核心刊物列表

Title	中文刊名	IF
Accounting, Auditing & Accountability Journal	会计、审计与职责杂志	4.2
International Journal of Islamic and Middle Eastern Finance and Management	伊斯兰和中东财政管理	3.0
Managerial Auditing Journal	管理审计杂志	2.9
European Journal of Innovation Management	欧洲革新管理杂志	5.1
International Journal of Conflict Management	冲突管理国际期刊	3.3
International Journal of Emerging Markets	新兴市场国际期刊	2.7
International Journal of Entrepreneurial Behavior & Research	企业家行为与研究国际期刊	5.5
International Journal of Sustainability in Higher Education	高等教育可持续发展国际期刊	3.1
Employee Relations	雇员关系	3.4
Journal of Managerial Psychology	管理心理学杂志	3.2
Leadership & Organization Development Journal	领导与组织发展杂志	4.9
Industrial Management & Data Systems	工业管理与数据系统	5.5
Information Technology & People	信息技术与人	4.4
International Journal of Climate Change Strategies and Management	气候变化战略与管理国际期刊	3.6





管理学Q2核心刊物列表

Title	中文刊名	IF
Journal of Intellectual Capital	智力资本杂志	6.0
Library Hi Tech	图书馆高新技术	3.4
Online Information Review	在线信息评论	3.1
International Journal of Bank Marketing	银行市场学	5.3
International Marketing Review	国际营销评论	5.0
Journal of Product & Brand Management	产品与品牌管理杂志	5.6
International Journal of Lean Six Sigma	精益六西格玛国际期刊	4.0
International Journal of Physical Distribution & Logistics Management	物资流通与后勤管理国际期刊	6.7
Engineering, Construction and Architectural Management	工程结构与建筑管理	4.1
British Food Journal	英国食品杂志	3.3
Policing: An International Journal	治安	2.0
Journal of Hospitality and Tourism Technology	旅游与酒店管理技术	4.7
Tourism Review	旅游业评论	7.8
Applied Economic Analysis	应用经济分析	2.3





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- Journal of Capital Market Studies
- International Hospitality Review

中国地区

- International Journal of Crowd Science
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rald			Case study (51)	
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作者在Emerald出版的所有文章

Article

Publication date: 3 July 2007

Age and exposure to computers as determinants of attitudes of librarians towards automation in Nigerian universities

Stephen Osahon Uwaifo

The paper seeks to examine age and exposure to computers as determinants of librarians' attitudes towards library automation in Nigerian universities.

Hide summary and detail 🔺



Purpose

The paper seeks to examine age and exposure to computers as determinants of librarians' attitudes towards library automation in Nigerian universities.

Design/methodology/approach

The paper uses a survey approach to determine the attitudes of academic librarians in Nigeria.



文章信息

Library Review, vol. 56 no. 6 Type: Research Article DOI: https://doi.org/10.1108/00242530710760391

ISSN: 0024-2535



Article

Publication date: 1 February 2006

The Role of Information Technology in Local Government Administration in Delta State Nigeria: A Case Study of Aniocha North and Aniocha South Local Government Areas

Stephen Osahon Uwaifo and Anthonia Chukwudumebi Kabadi

The study aims to examine the role of information technology in Local Government Administration in Delta State, using Aniocha North and Aniocha South Local Government...

View summary and detail 🝷

Article

Publication date: 1 January 2006

An Assessment of the Capacity - Building Programme on Information and Communication Technology, Organized by the Education Tax Fund, Nigeria

Stephen Osahon Uwaifo and Gracious Chukwunweike Omede

To improve ICT processes and basic IT education of information professionals.

关键词,可直接点击检索



Age and exposure to computers as determinants of attitudes of librarians towards automation in Nigerian universities

Library Review

Issue(s) available: 463 - From Volume: 1 Issue: 1, to Volume: 66 Issue: 8/9

Category: Library and Information Studies

- Volume 66
 - Issue 8/9 2017
 - Issue 6/7 2017
 - Issue 4/5 2017
 - Issue 3 2017
 - Issue 1/2 2017
- Volume 65
 - Issue 8/9 2016
 - Issue 8/9 2016
- Issue 6/7 2016
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ISSN: 0024-2535

Renamed to: Global Knowledge, Memory and Communication

Online date, start – end: 1927 – 2018

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期刊编委

投稿指南 • Write for this journal 🗐



Abstract

Introduction

Objectives of the study

Research hypotheses

Literature review

Research methodology

Data analysis and discussion

Conclusion and

Keywords



Citation

Stephen Osahon Uwaifo (2007) "Age and exposure to computers as determinants of attitudes of librarians towards automation in Nigerian universities", Library Review, Vol. 56 No. 6, pp.

495-504

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Introduction

The university is a center of excellence; as the apex of the educational system, the main aims and objectives of the university are to teach, conduct research, as well as provide public service to the people. Bargh *et al.* (2000) 点击文献,查看详情

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Bargh, C., Bocock, J., Scott, P. and Smith, D. (2000), *University Leadership: The Role of the Chief Executive*, Society for Research into Higher Education and Open University Press, Buckingham, p. 2.

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Cover coming soon	A Focused Issue on Building New Competences in Dynamic Environments	A B C D E F G H I J K L M N O P Q R S T U V W X Y Z
	Editors: Ron Sanchez, AimÉ Heene	0-9
	Subject: Management science & operations > Management science/operations research > Decision sciences	Subject
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	View book	Subjects

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Writing An Academic Paper -From a publisher' s perspective





Research Paper

研究型论文,涉及建模、测试、市场调研、 数据分析、实证研究等

Case Study

案例研究,主要描述实际案例或经验,具有 一定的针对性和特殊性



文献综述/文献评论,主要目的是为了注释 或评论某一特定领域的文献 其他

Technical Paper (技术型论文) Conceptual Paper (理论/概念型论文) General Review (一般性评论) Viewpoint (观点)


Research Paper Structure





The effect of advertising strategies on a short video platform: evidence from TikTok

- 1. Introduction
- 2. Literature Review
 - 2.1 Two advertising strategies
 - 2.2 Online traffic
 - 2.3 Business model for short video platform
- 3. Theoretical Background
 - 3.1 Effect of in-feed advertising
 - 3.2 Effect of KOL endorsement
 - 3.3 Moderating effect of product price
 - 3.4 Moderating effect of cumulative videos
- 4. Methodology
 - 4.1 Data and variables
 - 4.2 Model-free
 - 4.3 Model specification
- 5. Results
 - 5.1 Robustness check
- 6. Discussions
 - 6.1 Key findings
 - 6.2 Theoretical implications
 - 6.3 Practical implications
 - 6.4 Limitation and future scope

How TikTok leads users to flow experience: investigating the effects of technology affordances with user experience level and video length as moderators

- 1. Introduction
- 2. Literature Review and research hypotheses
 - 2.1 Flow experience
 - 2.2 Antecedents to flow
- 3. Research methodology
 - 3.1 Measurement items
 - 3.2 Data collection
- 4. Results
 - 4.1 Testing the measurement model
 - 4.2 Testing the structural model
 - 4.3 A post hoc moderating effect test
- 5. Discussion and implications
 - 5.1 Discussion
 - 5.2 Theoretical implications
 - 5.3 Practical implications
- 6. Conclusions
 - 6.4 Limitation and future scope



Writing Priorities





Methodology

Title
Abstract
Keywords
Introduction
Literature Review
Methodology
Results
Discussion

Conclusions

Acknowledgement

References

A) 方法:55% B) 讨论:24%
C) 结果:21% D) 引言:0%
内容:(1)如何收集和得出数据? (2)如何分析数据?
文字:描述准确、详尽、清晰、简洁——说明为什么选择
这种方法,证明该方法使用后的研究有效性

主编调研:大多数的缺陷通常在论文的哪个部分?

提供足够的信息,以便读者能够重复试验或推导过程

原则:全面、短小、简洁,一般而言不需要图片或数据;





Methods

Sample and data collection procedure

The research context was Portuguese restaurants in Macau, a competitive destination for gourmet food. Accompanying the development of casino business and leisure activities, various eateries have flourished in Macau. Today, a plethora of international cuisines exist, ranging from French, Italian and German to Japanese, Korean, Cambodian, Thai and Indian. The most distinctive cuisine in Macau is Portuguese as a result of Portugal's more than 400 years of colonial rule. The cuisine was inscribed in the Macau Intangible Cultural Heritage List in 2012 and eating Portuguese food has become one of the must-be-experienced tourist activities in Macau.

The study samples were mainland Chinese and Taiwanese, who constitute the major tourist markets in Macau. Mainland China and Taiwan have a vast heterogeneous market, and consumer behavior can be affected by the economic conditions as manifested in purchasing power, attitudes, lifestyles, media use and consumption patterns (Cui and Liu, 2000; Sun and Wu, 2004). Thus, the profile of these respondents fits the research purpose of this study.

The data were acquired from two different sources: primary survey data were collected by the authors and secondary data were collected from the statistical authority in China and Taiwan (see details in subsequent sections). The survey procedure was conducted in several steps. First, a list of Portuguese restaurants was created; 23 full-service outlets were included in the study on the basis of accessibility, food authenticity and popularity. Second, a quota sample was established from the selected restaurants by targeting 25-30 respondents for popular restaurants and 5-10 respondents for less popular ones. Then, field investigators were assigned to intercept diners outside the corresponding restaurants while exiting the venues after finishing their meals. Respondents were greeted and introduced to the survey objective. A filter question was asked to ensure that subjects were tourists from mainland China or Taiwan. To reduce response bias, a systematic sampling method was used in which field investigators approached every third diner exiting a selected restaurant. Non-responders were replaced by the next available subject.

The questionnaire was originally designed in English and then translated into Chinese. It was modified based on multiple rounds of refinements; finally, it was back translated into English for accuracy. A pilot test was conducted with 12 respondents to improve the quality of the questionnaire.

指明研究对象

阐释研究对象的 合理性

数据来源

详细介绍实验方 法:抽样调查、 问卷调查等

对实验的补充说 明



Results

Title Results是论文贡献的集中体现,是整篇论文的立足点 Abstract ① 介绍: Keywords 1. logical > chronological; Introduction 2. Most relevant:简要描述最重要最相关实验、调研或观察结果(实际上 Literature Review 实验大部分可能都与您的论点无关); Methodology ② **评论**:对结果的简要说明、解释、与模型或他人结果的比较等。 Results Discussion Conclusions 图表/文字:避免重复描述;数据尽可能完整 Acknowledgement References









Observed from Figure 3, the proposed strategies: EFS and EEFS are significantly superior to RS. The correctness of EFS is close to 70 percent when $\tau \leq 15$ cm. As τ increases, the curve of EFS is close to EEFS and it can reach nearly 85 percent. The main reason is that the contributions of end users' feedbacks will be reduced when the relaxing of τ reaches some point.

On the other hand, in the four sub-figures of Figure 3, it is easy to discover that for each sub-figure the three curves tend to be a straight line after the queries times are larger than 25. The reason has the following two issues. The first one is because with the increasing of queries times the queries results have achieved the "best" solution and it cannot optimize the results further even though increasing the users' feedbacks. The second one is that when the queries times are large enough, increasing the users' feedbacks are invalid to increase the correctness, once the data provided by the data sources are all error. The results selected from them are certainly the wrong choices. This problem can be resolved by introducing the existing mechanisms to help data sources improve their "bad" data.





Discussion

Title Abstract Keywords Introduction Literature Review Methodology Results Discussion Conclusions Acknowledgement

在讨论部分重复总结研究结果仍是当今许多论文的常见问题

Example: We have investigated the way in which CYTp1 interacts with Apel2 in the mouse 3T3 fibroblasts system. Our Main results shows that when both genes were fully expressed under normal conditions of cell culture, intracellular glucose levels rose from 12.3 μ M to 21.9 μ M.

Discussion的重要功能:

- 1、解释研究结果(address doubts),可对比/联系其他研究;
- 阐述研究结果的意义(Relate results to wider context); 2、
- 3、说明研究局限性,点明未来研究方向;

References

Checks!确保discussion和introduction内容平衡,相互补充,但并不重复。



Discussion

研究题明

The academic debate on supply chain skills started by Murphy and Poist (1991) and van Hoek (2001) is still ongoing (Bak and Boulocher-Passet, 2013; Myers *et al.*, 2004; Sohal, 2013; Dubey and Gunasekaran, 2015). An understanding of the "bigger picture" of supply chain skills is deemed to be necessary to bridge the gap between the supply chain needs and associated skills required (Bak and Boulocher-Passet, 2013). Previous research on supply chain management skills covered the USA, Australia and the Far East (Bak and Boulocher-Passet, 2013) with few providing a general outlook on UK supply chain skills needs (van Hoek, 2001; van Hoek *et al.*, 2011). Hence, the current study based on a UK university has provided an insight into the skills impact and changing focus on key supply chain skills in an increasingly competitive global environment.

First, the changing competitive global environment indicated the inclusion of new supply chain skills requiring specialist training in areas such as lean, six sigma, CPC and regulations. An understanding of the application of regulations has been identified as a crucial requirement as part of decision-making skills, especially in relation to national and international laws and regulations (e.g. environment, exports, imports) and rules and regulations involving health and safety and employment law because many management decisions are bound by both external laws and internal rules and regulations.

Second, the findings indicated that not all skills are weighted equally and different levels of emphasis have been placed by the respondents on the identified skills. For example, although previously identified as a key enabler within the supply chain (Bowersox, 2002; Kirby, 2003; Mangan and Christopher, 2005), at university, with some also having exposure to workplace stress through undertaking an industrial placement year. Although graduates are well equipped with technical supply chain skills, the findings supported a greater emphasis towards the behavioural, decision-making and people management skills, highlighting key areas for further research. The inclusion of skills identified (behavioural, decision-making and people management skills), business ethics and specialist training (i.e. six sigma, CPC) can be further developed through innovative and collaborative relationships between industry and higher education, such as mentorship schemes and company based projects.

However, it should be noted that the findings are relevant to one UK-based university setting and its stakeholders based on 25 skills assessed and may not reflect other UK universities, where variances across supply chain teaching might exist (Mangan and Christopher, 2005). Indeed, a need for a wider UK based study was evident through successive calls by researchers undertaking studies on supply chain management; current education provision, practitioner viewpoints; future supply chain skills needs and collaboration between industry and teaching (van Hoek *et al.*, 2011; Bak and Boulocher-Passet, 2013). Hence, the findings of the study need to be tested in a wider UK higher education setting.

局

限及将来研究方向

Conclusion and research implications

This study began with a discussion of existing supply chain skills identified in the academic literature. The discussion surrounding supply chain skills needs is not new (Bowersox, 2002; Kirby, 2003; Mangan and Christopher, 2005; van Hoek *et al.*, 2011; Bak and Boulocher-Passet, 2013), although the emphasis on specific skills areas has evolved over time. Supply



Introduction



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- 研究背景:研究领域的信息,为读者提供研究背景,以突出 研究的重要性和意义(注意不要太宽泛)
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- 4. 目的/目标: 描述本文的主要研究内容
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Introduction

1. Introduction

In recent years, with the rapid development of the internet and information technology, leading companies highly value the virtual brand community because of its unique superiority. In virtual brand communities, companies can not only acquire customers' timely feedback on products and services, but also identify loyal customers according to their behaviors (e.g. giving advice and participating in exciting programs and creative design activities).

With more and more companies realizing the value of virtual brand community, featured companies worldwide have been establishing their virtual brand community these years. Successful examples in China include Weiphone (the Chinese virtual brand community of Apple Inc.), Huafen Club (the fan club of Huawei) and Xiaomi BBS (the BBS of Xiaomi). As a virtual brand community that has millions of active users, Huafen Club has over 40m registered users, and the average posting amount is above 200,000 per day. User-generated content in this club has been a strong and convincing advertisement for Huawei. Moreover, by participating in activities of the virtual brand community, customers can satisfy their demand, such as helping improve products/services and getting rewards and trust from other community members. It allows customers to perceive more value from this brand, and in turn, further reinforces their willingness to participate in value co-creation.

As mentioned above, customers' participation in value co-creation is beneficial to companies as well as to themselves. From the perspective of companies, customers involving in value co-creation can help develop new products/services by the wisdom of crowds. Besides, the feedback from customers can help companies improve service quality, and in turn, these companies will perform better and gain customer loyalty (Casaló *et al.*, 2007). And for customers, participating in value co-creation can not only help them satisfy their needs and gain a sense of achievement, but also give them a chance to gain extra rewards (i.e. material and mental rewards) from the company, and also gain admiration from other community members. This indicates the importance for companies to understand the factors influencing customers' willingness to participate in value co-creation of the virtual brand community because it is the foundation and the guarantee of improving customer satisfaction and customer loyalty.

However, most extant literature focused on the construction of virtual brand communities and customer participation behaviors (Dholakia *et al.*, 2004; Royo-Vela and Casamassima, 2011; Kaur *et al.*, 2018). As there is limited research that explores the factors influencing customers participating in value co-creation of virtual brand communities, this study aims to investigate the following two questions:

- *RQ1*. In virtual brand communities, which factors will influence customers' willingness to participate in value co-creation?
- *RQ2.* How does customer's involvement moderates the relationship between influencing factors and users' willingness to participate in value co-creation?

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Conclusions



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- 说明研究假设、简练概括研究内容、结果、结论; (Monir points being left aside)
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- 可在此着重**体现论文的国际视野**



9. Conclusions

This research investigated the impact of compatibility, relative advantage, perceived 研究 enjoyment, complexity, perceived cost, perceived value, and PAFS on purchase intentions. The proposed model and empirical findings contribute a more thorough understanding of users' behavioral intentions to purchase a GPS navigation app. Specifically, this study makes three important contributions to the theoretical development of app purchase behaviors. First, the authors modified and extended VAM to explain users' behavioral intention to purchase a paid GPS navigation app. This has rarely been explored in the existing literature. Thus, this study points app purchase behavior research to a new direction. Second, findings are evidence that compatibility, relative advantage, perceived enjoyment, complexity, and perceived cost significantly influence purchase intentions through the mediation of perceived value. Importantly, perceived cost was found to be significantly and positively related to perceived value. Third, the empirical results indicate that PAFS weakens the positive relationship between perceived value and purchase intentions. This is a new finding that helps ? fill the knowledge gap related to the moderating effect of PAFS on purchase intention in Ma previous research.





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② **内容**:研究目的、研究方法、研究发现、研究价值、研究意义

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Abstract

- Purpose The purpose of this paper is to juxtapose the contemporary views of industrial relations (IR) and human resource management (HRM) with the ideas expressed by Chester Barnard.
- Design/methodology/approach The paper analyses Chester Barnard's views along the four premises that underlie contemporary perspectives on the fields of IR and HRM.
- Findings Barnard's main points: that sincerity and honesty of management is crucial to developing an individual employee's will to collaborate, and that collective cooperation is superior to collective bargaining are found to resonate well with the contemporary views and provide a clear indication for Barnard's preference of human resource perspective to the IR perspective.
- Practical/Social implications This paper provides Barnard's practical insights into why managing IR and HR by policies leads to poor management.
- Originality/value This paper is the first to recognize Barnard's unique contribution to contemporary perspectives on IR and HRM disciplines.



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Final Parts





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 Source images used in this paper are downloaded from www.imagefusion.org. This work was supported in part by National Natural
 Science Fund of China under grants 61702347, 61401308 and 61572063, the Natural Science Fund of Hebei Province under grants F2018210148, F2016201142, F2016201187 and F2017210161, and Education Department of Hebei Province under grant QN2017132. The authors also thank the anonymous referees for their valuable suggestions.

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- 按照步骤提交各部分的内容后, 投稿流程就完成了。
- 评审状态示例

Submitted Manuscripts

Manuscript ID	Manuscript Title	Date Created	Date Submitted	Status
MD-03-2010-0083	Optimal inventory management Policy for Direct Reusable Deterioration Items [View Submission]	18-Mar-2010	18-Mar-2010	ED: Not Assigned GE: <u>Soriano, Domingo</u> EA: <u>Snowden, Kate</u> PUB: Not Assigned • In Review



国际期刊投稿 —— Review Procedures



- 审稿方式: 两轮同行双盲评审
- ・ 审稿周期(理想情况:3-4月)
- ▶主编初审:2-4周
- ▶邀请评审:2-4周
- ▶评审:6-8周
- ▶主编决定:2周



国际期刊投稿—— Revision Notes

Ref # Reviewer Comment

Better grounding of the problem. Parts of the front-end of the paper read like a tutorial-like introduction of action research. In a rewrite, there are two things that I would like to see instead.

I would expect a clearer attempt to establish the research-practice gap as an intellectual challenge. This is the main theme of the paper and it would therefore be useful to substantiate your understanding of this gap beyond the surface level. Author Response

You imply that you do not wish to see a tutorial to CAR (even though one reviewer thinks that this is needed since some sections of the MISQ readership may not be familiar with CAR). We concur with you and have removed the tutorial aspects. The front end of the paper (pages 2-5) has been revised in order to outline the research and practical problems that we focused on.

We agree that the research-practice gap needs to be positioned clearly as an intellectual challenge (as highlighted on page 3). We have now deliberately positioned the paper in this way with the challenge manifested in the action-research dichotomy, where either action or research tends to be the focus of action research projects (as explained on page 3). We also substantiate our arguments better in the broader CAR literature (as detailed from pages 5-14).

Next response

Next comment



知而不易的常见现象

- 不严格遵守投稿指南,如字数超限等
- Solution:仔细阅读每本期刊的 Author Guideline
- 论文内容与期刊内容方向不符
- Solution:投稿前先将摘要发给期刊 主编,如方向不符,另择期刊投稿
- 英语语法、词句错误较多
- Solution:寻求合作作者或专业的第 三方做Subediting







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改善论文可读性,降低被拒概率

et al., 2012; Jung and Lee, 2018; Breslow et al., 2013; Johnson-Farmer and Frenn, 2009).; Jung and Lee, 2018). Therefore, understanding adult professionals U-LE regarding behavior, cognition, and

In <u>the</u> u-learning field, most <u>...</u> toward academic settings <u>forlooking at</u> students <u>i</u>... However, <u>the</u> learning characteristics <u>processes</u> between adult employees and students at school are quite different, since employees' learning <u>is</u> usually <u>associateassociated</u> with <u>...</u> students' U-LE <u>are not obviously effectivehave no obvious effect</u> on adult employees and <u>less-little</u> is known about affecting factors on employees' U-LE. Thus, <u>...</u>, instructors, and corporate training directors <u>has less referenceshave fewer resources derived from research</u> to <u>makedevelop a more ...</u> effectiveness (<u>i.e.e.</u>, <u>.-intended outcomes and</u>, <u>LElearning</u> <u>engagement (LE)</u>). Our study has focused on adult employee's <u>u-learning engagement (</u>U-LE), its <u>...</u>mechanism.*

Moreover, previous studies denoted that system functionalities, (e.g.,such as <u>Domaindomain</u>-specific innovativeness (<u>DSI</u>) factors) and system implementation, (e.g.,such <u>as</u> interface design (<u>ID</u>) factors), may significantly affect <u>user the user's</u> experience and their feelings, from <u>a</u> learning system design perspective (<u>Cho et al., 2009; Hsiao, 2013; Islam</u>,

Author

Remark: Consider specifying the age range of the employees for better clarity regarding the sample discussed here. ${\rm e}^{\rm i}$

Author

Tip: American-British Style→AmE serial comma: In American English, a comma (called serial or Oxford comma) is inserted before "and" in a series of three or more items.↔

Author

Tip: Comma: i.e. and e.g. (AmE): In American English, place a comma after the latin abbreviations "i.e.," and "e.g.," 40





THANKS

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