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Manuscript ID: GBFR-17-01-85

Title: The Role of Organizational Commitment Mediating Work Motivation and Job Satisfaction with Knowledge-Sharing Behavior in 4 Star Hotels in Badung Regency, Bali

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Affiliation: STP Bali

Results: Accept if certain minor revisions are made

→When submitting revised manuscript, highlight your changes in red to facilitate editorial reassessment

Comment:

1. Originality of the paper : (Exceptional/ Average/ Obscure/ Already known)
2. Importance of the results : (Exceptional/ Considerable/ Average/ Little)
3. Clarity of lay out : (Very good/ Good/ Poor/ Incomprehensive)
4. Correctness of the contents : (Exceptional/ Good/ Deficient but amendable/ Seriously deficient)
5. Interest of the field of research : (Exceptional/ Considerable/ Average/ Little)
6. Other remarks:

This is an interesting applied manuscript. As the authors note, the field of organizational commitment has been explored extensively in the human resources and industrial sociology literatures. However, this manuscript fills an, as yet, unexplored empirical application in the hospitality literature. The focus on four star hotels catering to international clientele places it within the aims and scope of this journal. The use of survey methods, combined with path analysis as the data analysis technique, is also appropriate for this topic. The manuscript does have some deficiencies, primarily (but not exclusively) in the methods sections (the literature review is excellent), but those can potentially be addressed via expanding the writing in the methodology section of the manuscript. Those items requiring revision are noted below.

1. In the final paragraph of your introduction, please add a few sentences to more fully explain how and why the research findings in your manuscript will specifically inform 4 start hotels in the region. These sentences should be specific and add detail. Whom would the research impact (management? employees? customers?), and how

would they be impacted?

2. There is a discrepancy between how your results are presented (as positive statements – there is a positive/negative relationship between variables X and Y), and how the statistical hypothesis tests are operationalized (null of not relationship between X and Y), such that when one fails to reject a hypothesis test, the hypothesis you postulate is rejected. This is inappropriate. The writing of the manuscript should be revised to better clarify this discrepancy. This is vitally important, since failing to reject a statistical test is not necessarily accepting that null hypothesis (and similarly for other errors). Type I and Type II errors confound interpretation of your tests without better writing here. It also makes Table 4 very difficult to read. This table should also be revised accordingly.
3. In the first paragraph of your “Sample” section, please add citations justifying contentions (1)-(4); for example, the high turnover rates in these hotels.
4. The methodology section should be expanded significantly. All of the details underlying the collection of your data is missing. This information must be added to the manuscript. Examples of missing information include, but are not limited to the following: What is your population? How big is your population? What are your sampling methods? What is your response rate? Is your sample representative of the underlying population? Was ethics board approval obtained for the study? I think the authors can add this information; it simply needs to be written and included.
5. At the beginning of your methodology, or at the end of the literature review, please add another figure, similar to Figure 2, which shows the setup of the path model and where the hypotheses fit into the model. This gives the reader some clarity as to where you are going with your paper.
6. In the methods section, please expand on the use of path analysis as the estimation method of choice. This is a good decision, but you haven’t justified it within the context of the literature.
7. When discussing your results, anytime you find that your prior expectations/hypotheses were not met, please add a few extra sentences to explain why those prior expectations may have been inconsistent with the data.
8. In the limitations, and also in the “sample” section of the manuscript, please explain and justify why you sampled workers during the non-busy season. Please also go into greater detail to explain how it might have impacted survey responses and your empirical results.
9. There are some minor formatting problems in the references, which should be addressed.



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September 19, 2017

Irene Hanna H. Sihombing
STP Bali, Indonesia

Dear Dr. Irene Hanna H. Sihombing

Your paper, manuscript #GBFR-17-01-85 "The Role of Organizational Commitment Mediating Work Motivation and Job Satisfaction With Knowledge-Sharing Behavior in 4 Star Hotels in Badung Regency, Bali" has been finally accepted for publication in the Volume 22 Issue 3 (on September) of the Global Business and Finance Review.

If there is any further assistance needed, please do not hesitate to contact us either at +82 2 962 0719 or via email gbfr@pngba.org

Sincerely,

Jeong-Gil Choi, Ph.D.
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