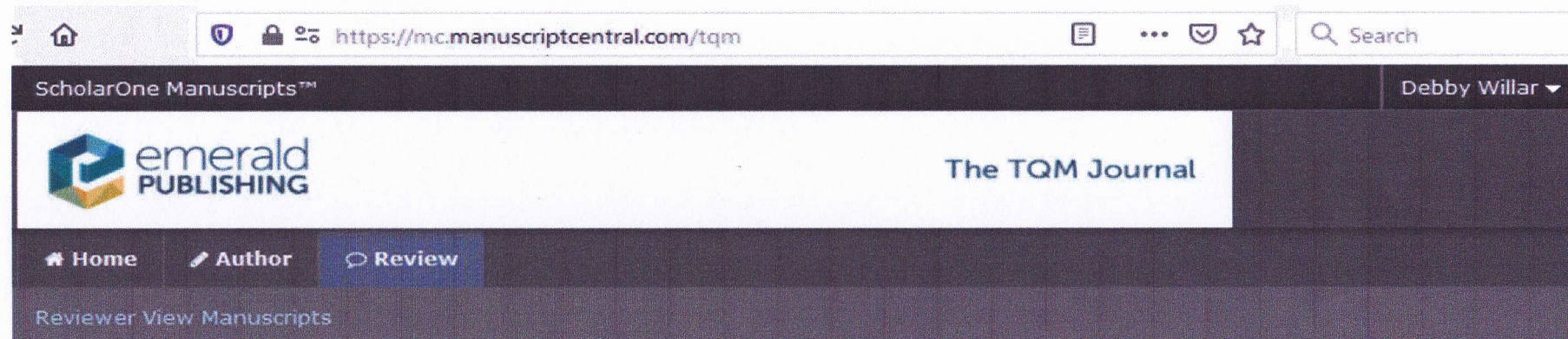


Name of journal : The TQM Journal,  
 Website journal : <https://www.emeraldgrouppublishing.com/journal/tqm>  
 Journal quartile : Q2  
 ISSN : 1754-2731  
 Publisher : Emerald Publishing  
 Title : Organizational democracy, Organizational Culture, Organizational structure, Human resources outcomes, Organizational outcomes  
 ID paper : TQM-05-2017-0057.R1  
 Date assigned : 17-Oct-2017  
 Date review returned : 07-Nov-2017



Select...	07-Nov-2017	TQM-05-2017-0057.R1	Accept (07-Nov-2017) vol:30, iss:1
		Exploring the Antecedents and Consequences of Organizational Democracy	Assignments: EIC: Douglas, Alexander GE: Not Assigned EA: Webster, Neil

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 Date assigned : 08-Jun-2017  
 Date review returned : 19-Jul-2017

Select...	19-Jul-2017	TQM-05-2017-0057	Minor Revision (19-Sep-2017) a revision has been submitted
		Exploring the Antecedents and Consequences of Organizational Democracy	Assignments:
			EIC: Douglas, Alexander
			GE: Not Assigned
			EA: Webster, Neil



Exploring the Antecedents and Consequences of Organizational Democracy

Reviewer Affiliation

Manado State Polytechnic, Civil Engineering Department

Manuscript ID:

TQM-05-2017-0057.R1

Manuscript Type

Research Paper

Keywords

Organizational democracy, Organizational Culture, Organizational structure, Human resources outcomes, Organizational outcomes

Date Assigned:

17-Oct-2017

Date Review Returned:

07-Nov-2017

<b>req 1. Originality: Does the paper contain new and significant information adequate to justify publication?</b>
Yes
<b>req 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?</b>
Yes
<b>req 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?</b>
Yes
<b>req 4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?</b>
Yes
<b>req 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?</b>
Yes

**req 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.**

Yes

## Recommendation

Accept

## Confidential Comments to the Editor-in-Chief

## Comments to the Author - YOU MUST FILL THIS IN

The implemented revision has led to a clear improvement of the manuscript, therefore the manuscripts is accepted for publication.

## Files attached

### Author's Response

Files attached

Exploring the Antecedents and Consequences of Organizational Democracy

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Manado State Polytechnic, Civil Engineering Department

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Yes



req

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Yes

Recommendation

Minor Revision

Confidential Comments to the Editor-in-Chief

Comments to the Author - YOU MUST FILL THIS IN

The manuscript is adding to the existing body of knowledge, with an extensive literature review. However, the author(s) should consider the comments in order to improve the paper.

In Abstract:

- 1. Please provide one to two sentences describing the research problems that support the purpose.
- 2. Please provide sentences stating the benefit of the research which support the originality/ value of the study.

In Methodology:

- 1. Is there any justification of the characteristic of the respondents based on the organization level? This will strengthen the properness in selecting respondents.
- 2. Please provide justification (with references) of the acceptable values of > 0.70 and > 0.50 in Table 2.
- 3. Please provide justification (with references) of using Bootstrap method for the results in Table 6.

In Discussion and Conclusion:

In order to meet the readability of this paper, please provide more headings (in addition to managerial implications) for the discussion and conclusion in page 21-24.

Files attached

Author's Response  
Files attached