



Submit Article for IJCNIS

5 pesan

Mashudi <emashud@lecturer.undip.ac.id>
Kepada: ijcnis@gmail.com

26 April 2024 13.47

Dear**Editor International Journal of Communication Networks and Information Security (IJCNIS)**

We have read and used scientific articles published in IJCNIS.

The performance of the IJCNIS was excellent, and the published article helped us conduct research and write scientific reports.

I am Mashudi, representing other authors from Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia. We have completed a scientific article entitled "**Optimizing Human Resource Management Strategies for Cybersecurity Workforce Development in the Era of Digital Transformation.**"

We hope this article can be published in the IJCNIS because exciting findings in the scientific report can become new treasures in science, especially in management sciences.

We are willing to go through the review process following IJCNIS standards.

Best Regards,

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

 **TEC_Article_Mashudi.doc**
875K

Tofiq Allahviranloo <ijcnis@gmail.com>
Kepada: Mashudi <emashud@lecturer.undip.ac.id>

7 Mei 2024 18.21

Dear

Mashudi, et al.
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

The IJCNIS has received the team article.
We appreciate the team's interest in IJCNIS.

The team article will be processed according to the publication standards at IJCNIS.
We beg you to be patient while waiting for the notification from the IJCNIS.

Always check email because the correspondence is only via email.

Best Regards,

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Tofiq Allahviranloo
Editorial Board IJCNIS
[Kutipan teks disembunyikan]

8 Mei 2024 09.04

Mashudi <emashud@lecturer.undip.ac.id>
Kepada: Tofigh Allahviranloo <ijcnis@gmail.com>

Dear

Editor International Journal of Communication Networks and Information Security (IJCNIS)

Thank you for your response.
We are happy to wait for the next stage.

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia
[Kutipan teks disembunyikan]

Tofigh Allahviranloo <ijcnis@gmail.com>
Kepada: Mashudi <emashud@lecturer.undip.ac.id>

21 Mei 2024 17.27

Dear

Mashudi, et al.
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

Thank you for submitting the manuscript to IJCNIS.

We have completed our evaluation, and the reviewers recommend reconsidering the manuscript following minor revisions. Please resubmit the revised manuscript by June 2th, 2024, or ask whether an alternate date would be acceptable. We invite you to send it back after addressing the comments below.

When revising the manuscript, consider carefully all issues mentioned in the reviewers' comments: outline every change made in response to their comments and provide suitable explanations for any remarks not addressed. Please also note that the revised submission may need to be re-ed.

To submit a revised manuscript, please log in as an author at this email, and navigate to the "Revision" folder. IJCNIS values team contribution, and We look forward to receiving the revised manuscript.

Editor and reviewer comments:

Reviewer #1:

- 1. Clarification of Key Terms and Concepts:** The article introduces several critical concepts, such as "adaptive training programs" and "strategic recruitment," but these terms could benefit from clearer definitions. Providing specific examples or case studies of what constitutes adaptive training in the cybersecurity context would enhance understanding. Additionally, discussing the criteria for "strategic recruitment"—including methods, tools, or technologies used—could provide readers with a more comprehensive grasp of these practices.
- 2. Methodological Transparency:** While the paper mentions conducting an extensive literature review, it lacks detail on the methodology employed in selecting and analyzing the literature. A clearer outline of the criteria for inclusion, the databases searched, and the timeframe of the literature reviewed would lend credibility to the findings. Furthermore, discussing how the literature was synthesized to draw conclusions about HRM practices could strengthen the paper's rigor.
- 3. Challenges and Limitations:** The discussion of challenges faced by organizations in aligning HRM strategies with cybersecurity demands is briefly mentioned but lacks depth. It would be beneficial to expand on specific barriers, such as budget constraints, organizational culture resistance, or lack of awareness regarding cybersecurity needs. Additionally, acknowledging the limitations of the study, such as potential biases in the literature reviewed or the generalizability of findings, would enhance the article's academic integrity.
- 4. Practical Implications for HR Managers:** While the paper identifies key HRM practices, it could further explore the practical implications for HR managers. For instance, providing actionable recommendations or a step-by-step framework for implementing these HRM strategies in organizations would make the findings more applicable. Including insights from industry leaders or successful case studies could illustrate how these strategies have been effectively put into practice.
- 5. Future Research Directions:** The conclusion touches on the need for innovative HRM approaches but could be expanded to suggest specific areas for future research. For example, exploring the impact of remote work on cybersecurity workforce dynamics or the role of artificial intelligence in HRM practices could be valuable. Additionally, proposing empirical studies that test the effectiveness of the identified HRM strategies in real-world settings would provide a roadmap for subsequent research and contribute to the field's knowledge base.

We hope you can make improvements as soon as possible and send the revised article again via this email.

[Kutipan teks disembunyikan]

Mashudi <emashud@lecturer.undip.ac.id>
Kepada: Tofigh Allahviranloo <ijcnis@gmail.com>

22 Mei 2024 16.33

Dear
Editor International Journal of Communication Networks and Information Security (IJCNIS)

Thank you for the response to Editorial Board IJCNIS.
We have read the revised instructions from the reviewers.
We will immediately correct the article according to the reviewers.

Best Regards,

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia
[Kutipan teks disembunyikan]



Revision Article for IJCNIS

4 pesan

Mashudi <emashud@lecturer.undip.ac.id>
Kepada: Tofigh Allahviranloo <ijcnis@gmail.com>

2 Juni 2024 18.35

Dear

Editor International Journal of Communication Networks and Information Security (IJCNIS)

Thank you for the patience of the Editorial Board IJCNIS.
We were waiting for the revision of our article.

We have made improvements according to the reviewer's instructions.
We will be happy if there are still points that need to be improved again in the article.

The revised Article is Attached.

Best Regards,

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

 **Revision1_TEC_Article_Mashudi.doc**
864K

Tofigh Allahviranloo <ijcnis@gmail.com>
Kepada: Mashudi <emashud@lecturer.undip.ac.id>

13 Juni 2024 16.23

Dear

Mashudi, et al.
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

Thank you for the team's efforts to make improvements to the article.
Based on the reviewers' considerations, the article has, at some point, increased.
However, the team has to improve on a few more points. Hopefully are willing to do it.

Please follow the following revision instructions:

#Reviewer 2:

- 1. Integration of Technological Advancements:** The paper addresses the evolution of HRM strategies but could benefit from a more detailed examination of how emerging technologies, such as AI and machine learning, can be integrated into HRM practices. For example, discussing how predictive analytics can enhance talent acquisition and retention strategies would provide valuable insights. Including a section on the role of technology in streamlining training programs for cybersecurity skills would also strengthen the argument for innovative HRM approaches.
- 2. Cross-Disciplinary Insights:** The current discussion primarily focuses on HRM strategies without sufficiently incorporating insights from related fields such as organizational psychology, educational theory, or cybersecurity itself. Integrating cross-disciplinary perspectives could enrich the analysis. For instance, exploring how psychological factors influence employee retention in cybersecurity roles or how adult learning theories can inform training design would enhance the comprehensiveness of the findings.
- 3. Cultural Considerations:** The paper briefly mentions fostering a culture of continuous learning but does not explore how organizational culture impacts the success of HRM strategies. A more in-depth analysis of different organizational cultures and their alignment (or misalignment) with cybersecurity goals could provide a nuanced understanding of the challenges organizations face. Incorporating case studies that highlight cultural successes or failures in cybersecurity initiatives would add practical context to the theoretical discussions.
- 4. Longitudinal Impact of HRM Strategies:** While the article discusses the immediate implications of HRM strategies on workforce development, it lacks a discussion on the long-term effects. Investigating how these strategies influence employee career progression and organizational resilience over time would provide a more holistic view. Suggesting methods for measuring the long-term success of these HRM strategies, such as employee retention rates or skill acquisition metrics, would enhance the robustness of the recommendations.

5. Engagement with Stakeholders: The paper could improve by discussing how HR managers can engage various stakeholders (such as IT departments, executive leadership, and employees) in the development and implementation of HRM strategies. Including a framework for stakeholder engagement that outlines roles, responsibilities, and communication channels would provide practical guidance. Highlighting examples of successful collaboration between HR and cybersecurity teams could also demonstrate the benefits of a unified approach to workforce development.

Articles that have been revised and please send them back via this email.

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Tofigh Allahviranloo
Editorial Board IJCNIS

Mashudi <emashud@lecturer.undip.ac.id>
Kepada: Tofigh Allahviranloo <ijcnis@gmail.com>

15 Juni 2024 00.32

Dear
Editor International Journal of Communication Networks and Information Security (IJCNIS)

Thank you for your response.
We will be happy to revise the article according to these instructions.

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia
[Kutipan teks disembunyikan]

Mashudi <emashud@lecturer.undip.ac.id>
Kepada: Tofigh Allahviranloo <ijcnis@gmail.com>

4 Agustus 2024 12.02

Dear
Editor International Journal of Communication Networks and Information Security (IJCNIS)

Thank you for the patience of the Editorial Board IJCNIS.
We were waiting for the revision of our article.

We have made improvements according to the reviewer's two instructions.
We will be happy if there are still points that need further improvement in the article.

The revised Article is Attached.

Best Regards,

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

 **Revision2_TEC_Article_Mashudi.doc**
868K



ACCEPTANCE LETTER

1 pesan

Tofigh Allahviranloo <ijcnis@gmail.com>
Kepada: Mashudi <emashud@lecturer.undip.ac.id>

2 Oktober 2024 09.32

Dear Author(s)

Mashudi, Luluk Fauziah, Anafil Windriya, Nurul Imani Kurniawati & Kholidin

Warm Greetings!

ACCEPTANCE LETTER

It's a great pleasure to inform you that, after the peer review process, the "**Optimizing Human Resource Management Strategies for Cybersecurity Workforce Development in the Era of Digital Transformation**" team article has been accepted for publication in the IJCNIS Regular Issue 2024. Please make a payment publication fee.

Thank you for submitting the paper to this journal. We hope to receive it in the future too.

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Tofigh Allahviranloo
Editorial Board IJCNIS

 **LoA_TEC_Mashudi.pdf**
126K