 Gmail

Mashudi <emashud@lecturer.undip.ac.id>

Submit Article for JISEM

5 pesan

Mashudi <emashud@lecturer.undip.ac.id>   4 Oktober 2024 13.47
Kepada: editor@jisem-journal.com

Dear
Editor Journal of Information Systems Engineering and Management (JISEM)

We have read and used scientific articles published in JISEM.
The performance of the JISEM 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 *The Role of AI-Driven HR Systems in Enhancing Employee Performance and Data Security in Modern Organizations."*

We hope this article can be published in the JISEM 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 JISEM standards.

Best Regards,

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

📄 **JISEM_Article_Mashudi.docx**
875K

Cristian Mateos <editor@jisem-journal.com>   5 Oktober 2024 18.21
Kepada: Mashudi <emashud@lecturer.undip.ac.id>

Dear

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

The JISEM has received the article.
We appreciate the author's interest in JISEM.

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

Always check email because the correspondence is only via email.

Best Regards,

--

Cristian Mateos
Editor Board JISEM
[Kutipan teks disembunyikan]

Mashudi <emashud@lecturer.undip.ac.id>
Kepada: Cristian Mateos <editor@jisem-journal.com>

8 Oktober 2024 09.04

Dear
Editor Journal of Information Systems Engineering and Management (JISEM)

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

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

Cristian Mateos <editor@jisem-journal.com>
Kepada: Mashudi <emashud@lecturer.undip.ac.id>

24 Oktober 2024 17.27

Dear

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

Thank you for submitting the manuscript to JISEM.

We have completed our evaluation, and the reviewers recommend reconsidering the manuscript following minor revisions. Please resubmit the revised manuscript before by December 8th, 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. JISEM values author's contribution, and We look forward to receiving the revised manuscript.

Editor and reviewer comments:
#Reviewer:
1. **Clarify Research Gaps and Objectives:** The article mentions that the study is "limited by its sample size and data bias," but it would benefit from a clearer explanation of the specific research gaps this study aims to address. Expanding on the objectives would help readers understand why this study is significant and how it contributes to the field. Consider explicitly stating the contribution your study makes in filling these gaps in existing literature.

2. **Strengthen Theoretical Framework:** The article and introduction briefly mention the role of AI in HRM, but there is limited discussion on the theoretical frameworks that underlie the research. A more detailed explanation of the theoretical perspectives (e.g., technology acceptance model, human resource management theories, etc.) that guide the study would enhance its academic rigor. Including relevant theories could also help contextualize the findings within established research.

3. **Elaborate on Methodology:** The mixed-methods approach is briefly described, but further details on the sampling techniques, data collection methods, and the specific AI systems studied would strengthen the credibility of the study. For example, how were HR managers and employees selected for the survey? Were there any demographic factors considered? More specific details about the data collection process would increase transparency and reliability.

4. **Expand on Data Security Challenges:** While the study mentions that AI contributes to improved data security, the challenges related to algorithmic bias and data protection are only briefly touched upon. Given the importance of data security, it would be helpful to delve deeper into these challenges. What specific risks or vulnerabilities were identified in the AI-driven HR systems? How do organizations mitigate these risks? More depth here would make the study more comprehensive.

5. **Provide More Context on AI-Based Security Solutions:** The study mentions multi-factor authentication and data encryption as AI-based security solutions but does not explain how these systems work in practice. A more thorough exploration of how AI enhances these security solutions (e.g., through predictive analytics, anomaly detection, etc.) would add depth to the discussion on data security. Including case studies or examples would also strengthen the argument.

6. **Discuss Potential Bias in Data Collection:** The study acknowledges data bias as a limitation, but it would be beneficial to explain the potential sources of this bias in more detail. For example, did the sample over-represent certain industries or company sizes? Were there any limitations in the diversity of the respondents that might

have affected the results? Addressing these potential biases in greater detail would make the conclusions more robust.

7. **Improve Quantitative Data Interpretation:** The quantitative findings, such as "82% of respondents reported reduced administrative burden," are presented but not explained in depth. It would be useful to provide more context around these statistics. For example, what specific administrative tasks were reduced, and how did these reductions impact employee performance or job satisfaction? Additional analysis and discussion of the statistical data would improve the clarity and relevance of these findings.

8. **Enhance Interview Insights:** The qualitative interviews with HR leaders and technologists are mentioned, but there is little information on how these interviews were analyzed and what specific insights emerged. Consider providing more detailed excerpts or examples from these interviews that highlight the human experience and organizational perspectives on AI. This would enrich the narrative and offer a more holistic view of AI's impact on HR.

9. **Strengthen Conclusion with Practical Implications:** The conclusion could benefit from a more detailed discussion of the practical implications for organizations. How can the findings of this study inform HR policies, AI adoption strategies, or future research? A stronger emphasis on actionable recommendations would help practitioners better understand how to implement AI systems in HR and address potential challenges.

10. **Address Future Research Directions:** While the study mentions the need for further research, it would be helpful to provide more specific recommendations for future studies. What areas of AI in HR are underexplored? Are there particular industries or HR functions that warrant further investigation? Providing a clearer roadmap for future research would position your study as a foundational piece for further exploration in this field.

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>   8 Desember 2024 12.02
Kepada: Cristian Mateos <editor@jisem-journal.com>

Dear
Editor Journal of Information Systems Engineering and Management (JISEM)

Thank for the response to Editor JISEM.
We have read the revised instructions from the reviewers.
We have corrected and improvements the article according to the reviewers.

Thank for the patience of the Editor JISEM.
We will be happy if there are still points that need further revision of our article.

The revised Article is Attached.

Best Regards,

Mashudi
Sekolah Vokasi Universitas Diponegoro, Semarang, Indonesia

📄 **Revision2_JISEM_Article_Mashudi.docx**
868K

M**Gmail**   **Mashudi <emashud@lecturer.undip.ac.id>**

ACCEPTANCE LETTER
1 pesan

Cristian Mateos <editor@jisem-journal.com>   22 Desember 2024 09.32
Kepada: Mashudi <emashud@lecturer.undip.ac.id>

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 ***The Role of AI-Driven HR Systems in Enhancing Employee Performance and Data Security in Modern Organizations"*** article has been accepted for publication in the JISEM Regular Issue 2025. 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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Cristian Mateos
Editor Board JISEM

📕 **LoA_JISEM_Mashudi.pdf**
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