**TUJOM RESPONSE LETTER FORM**

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| ID | No of submission |  |
| Title of reviewed paper |   |
| Date of submission |   |
| Date of the 1st revision  |   |
| *Date of the 2nd revision*  |  |
| *Date of the 3rd revision* |  |

**Author’s Statement**

I have read all reviews very carefully and have tried to do my best to increase the quality of the paper by including the following changes into my original paper:

**EXAMPLE SECTION**

**Responses to Editor**

COMMENT: Thank you again for submitting your manuscript Manuscript ID: xxxxxxxxxxxxxxx Title: "This is your title" to our journal Business & Management Studies: An International Journal. Your manuscript has been reviewed and requires modifications prior to acceptance. The comments of the reviewer(s) are included at the bottom of this letter.

**RESPONSE:** Dear editor and reviewer(s), thank you for inviting us to revise and resubmit our paper. We greatly appreciate your and reviewers’ time, consideration, and the positive assessments of the potential of our paper. The comments and suggestions have been very helpful in further improving our paper. Below, we respond to each of the comments.

**Responses to Reviewer #1**

COMMENT #1: I would like to generally see a deeper discussion of the findings. It seems rather superficial at the moment. A deeper analysis of the implications and contributions of the paper can benefit readers of this potential publication.

**RESPONSE #1:** Thank you for your comments. We have revised the discussion of findings based on your suggestions. We also merged the theoretical overview and hypotheses sections and tightened our arguments. Moreover, we strengthened our conceptual arguments for the meditation and moderation effects, as you suggest.

**Responses to Reviewer #2**

COMMENT #1: I would like to generally see a deeper discussion of the findings. It seems rather superficial at the moment. A deeper analysis of the implications and contributions of the paper can benefit readers of this potential publication.

**RESPONSE #1:** Thank you for your comments. We have revised the discussion of findings based on your suggestions. We also merged the theoretical overview and hypotheses sections and tightened our arguments. Moreover, we strengthened our conceptual arguments for the meditation and moderation effects, as you suggest.

Please copy and paste comments of all reviewers and the editor from system and reviewer files **BELOW** this line! And provide detailed response for each comment (including changes you made) as explained in the example section **ABOVE**.