

## sutrisno upgris <sutrisno@upgris.ac.id>

## [ADMAN] Editor Decision

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**ADMINISTRATOR** <a href="mailto:richarpus">ADMINISTRATOR</a> <a href="mailto:sliterasisainsn@literasisainsnusantara.com">8 November 2023 pukul 17.22</a> <a href="mailto:kepada: Sutrisno Sutrisno Sutrisno@upgris.ac.id">kepada: Sutrisno Sutrisno Sutrisno@upgris.ac.id</a>, Riko Mersandro Permana <a href="mailto:riko.rmo@bsi.ac.id">riko.rmo@bsi.ac.id</a>, Ahmad Junaidi <a href="mailto:ahmadjunaidi76588@gmail.com">ahmadjunaidi76588@gmail.com</a>

Sutrisno Sutrisno, Riko Mersandro Permana, Ahmad Junaidi:

We have reached a decision regarding your submission to Journal of Contemporary Administration and Management (ADMAN), "Education and Training as a Means of Developing MSME Expertise".

Our decision is: Revisions Required

## **REVIEWER 1**

- 1. Reorganize the Introduction for Consistency: Ensure that your introduction has a consistent and easily followable narrative. You can start with a general background on MSMEs and then transition to the role of education and training in this context.
- 2. Include Statistical Data: As an introduction, try to provide some statistical data that supports your statement regarding the significant role of MSMEs in the global economy and the challenges they face. This will provide readers with a stronger understanding of the issue's context.
- 3. Provide More Detailed Citations: You have included references [1], [2], [3], [4], [5] without elaborating on these sources. It is recommended to provide more comprehensive references so that readers can refer to these sources for further information.
- 4. Elaborate on MSMEs Challenges: Provide more details about the challenges faced by MSMEs, such as increased competition and changing consumer behavior. This will make your introduction more informative and help clarify why education and training are crucial for MSMEs.
- 5. In-Depth Explanation of the Benefits of Education and Training: When explaining the benefits of education and training for MSMEs, provide concrete examples or data that support your statements. For instance, how can training help in more effective business management or innovation adoption?
- 6. Elaborate the Last Paragraph: Elaborate the final paragraph with more details. How exactly will your research provide better insights for the government, NGOs, and other stakeholders? What is the main goal of this research?
- 7. Stronger Conclusion: Conclude the introduction with a stronger statement about how this research will contribute to addressing existing problems and supporting MSMEs.
- 8. Language and Punctuation: Ensure that the grammar and punctuation in your introduction are correct, so your intended message is conveyed clearly and effectively.

## **REVIEWER 2**

- 1. Provide More Detailed Information on Data Collection: In addition to mentioning that data will be collected from various sources, explain in more detail how the data will be collected. For example, are you using specific databases or search methods? This will help readers understand the data collection process better.
- 2. Details on Source Selection: Explain the criteria or strategy for selecting data sources. For instance, are you using specific keywords or selecting specific journals? This will help readers understand how you choose relevant data sources.
- 3. Inclusion and Exclusion Criteria: Mention the criteria you use for including or excluding specific data sources. This will provide a better understanding of how you ensure the relevance of the data you use.
- 4. Critical Review: Elaborate further on how you will conduct a critical review of the data sources you collect. What criteria will you use to assess the quality and reliability of the data sources?
- 5. Data Categorization: Provide more details on how the data will be analyzed. How will you categorize the data you collect? Are you using a thematic, conceptual, or other approach?

- 6. Objectivity and Reflexivity: Explain how you will maintain objectivity in data analysis, especially in the context of a literature review. Will you use multiple reviewers or criteria to reduce bias?
- 7. Methodological Limitations: Provide more detailed information on the limitations that may arise from the methodology you use. For example, are there limitations in the data source coverage or analysis methods that might affect the results?
- 8. Understanding Source Credibility and Reliability: This section could be clarified by giving concrete examples of how you will assess the credibility and reliability of the data sources. For example, have these sources undergone peer review?
- 9. Research Objectives: Conclude this section by detailing more specific research objectives. What do you hope to achieve by using qualitative methods in this research?

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