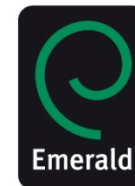


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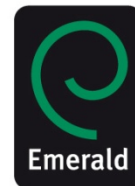
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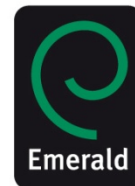
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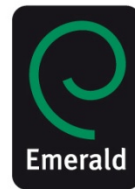
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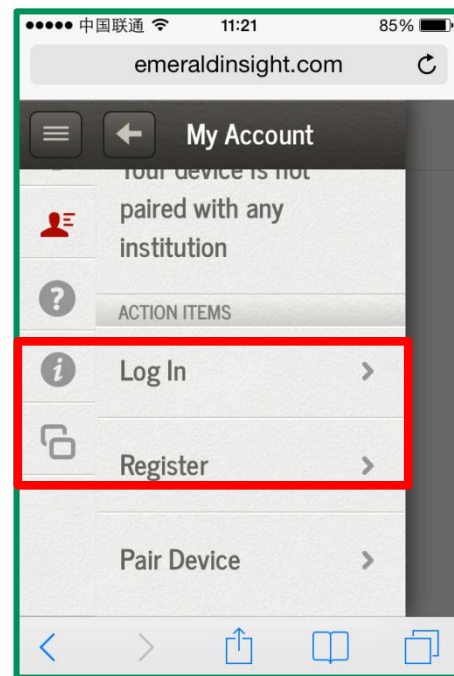
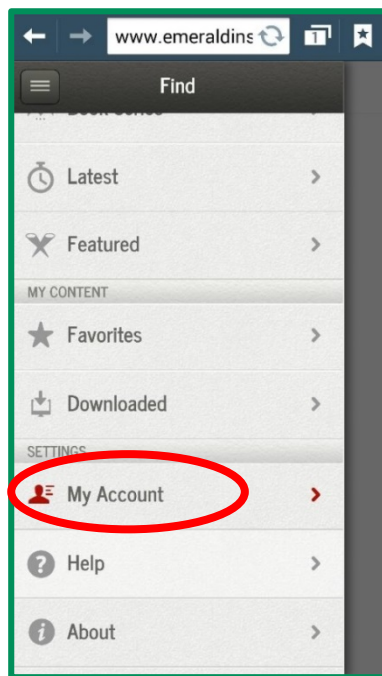
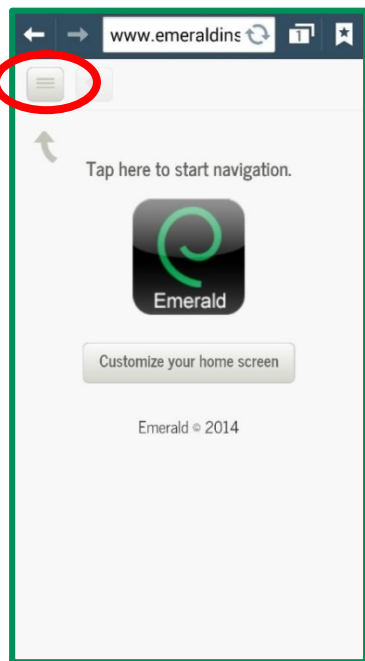
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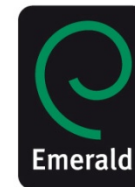
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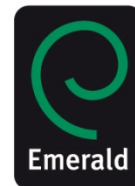
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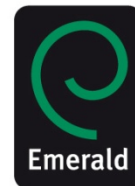
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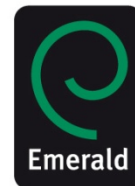
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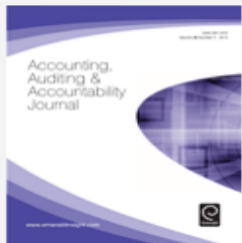
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Family heritage

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Coccossis and Nijkamp (1995) suggest that family heritage linkage should not be limited to the world including New World countries. New World wine countries may not have been the only and Middle Eastern competitors however many New World vineyards have also been in Old World wineries may also reveal a long association with the wine industry dating back centuries. Increases heritage linkage through association with wine. Howard (2003, p. 6) suggests that inheritance which means "legacy". It could be argued by simply being a relative or ancestor.

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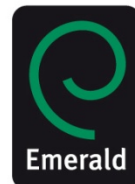
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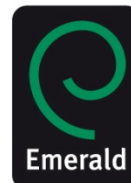
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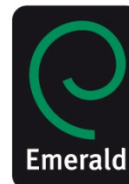
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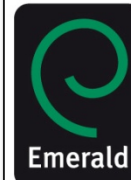
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I am a professional copy-editor and proofreader with over eight years' experience in editing academic language and literature in 2006 and have worked for an international publisher for over four years, producing corporate and academic article abstracts and reviews from the world's top 300 management publications. I have also edited undergraduate and postgraduate Oxbridge dissertations and MPhil theses across history, politics,

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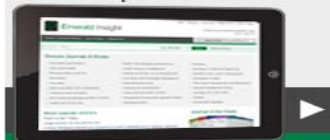
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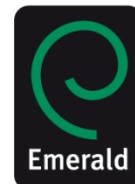


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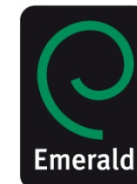
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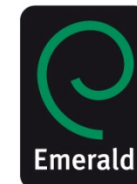
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Milorad M. Novicevic, Mario Hayek, Tony Fang, (2011) "Integrating Barnard's and contemporary views of industrial relations and HRM", Journal of Management History, Vol. 17 Iss: 1, pp.126 - 138

Abstract

- **Purpose** – The purpose of this paper is to juxtapose the **contemporary views** of **industrial relations** (IR) and **human resource management** (HRM) with the ideas expressed by Chester Barnard.
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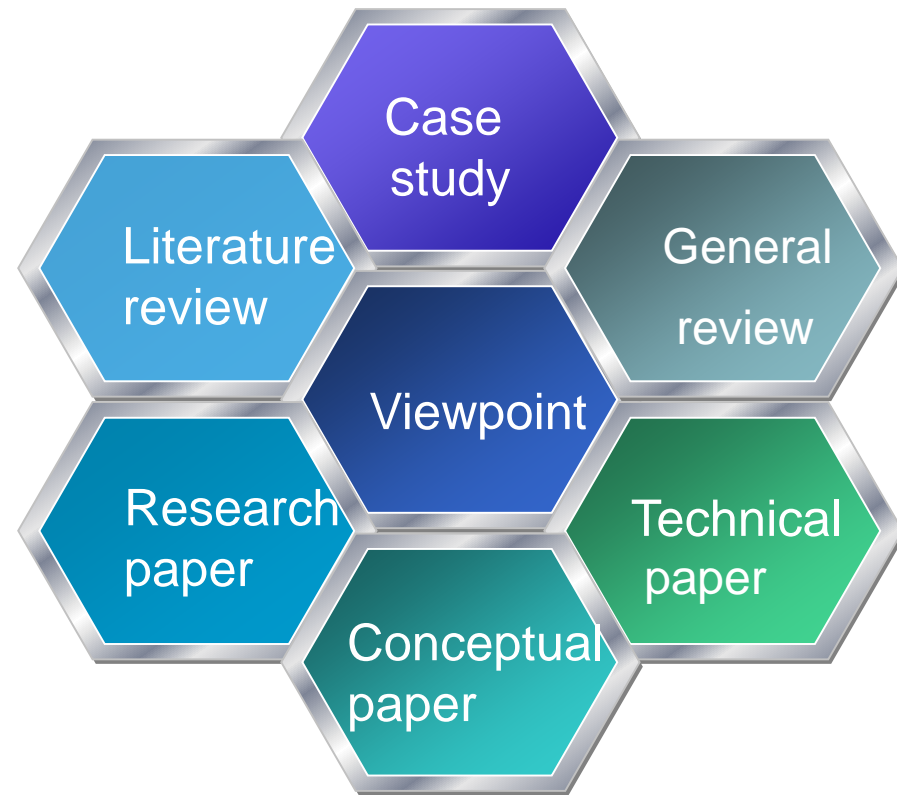
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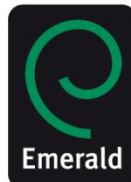
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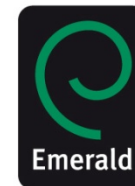
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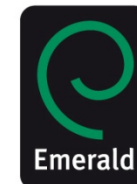
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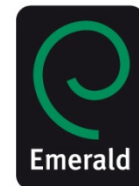


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修改—根据评审意见进行修改、意见不同之处积极与主编沟通

再次提交：修改时间，随附修改Notes

修改说明-Revision Notes



Ref # Reviewer Comment

- 1 **Better grounding of the problem.** Parts of the front-end of the paper read like a tutorial-like introduction of action research. In a rewrite, there are two things that I would like to see instead.
- 2 I would expect a clearer attempt to establish the research-practice gap as an intellectual challenge. This is the main theme of the paper and it would therefore be useful to substantiate your understanding of this gap beyond the surface level.
- 3 Next comment

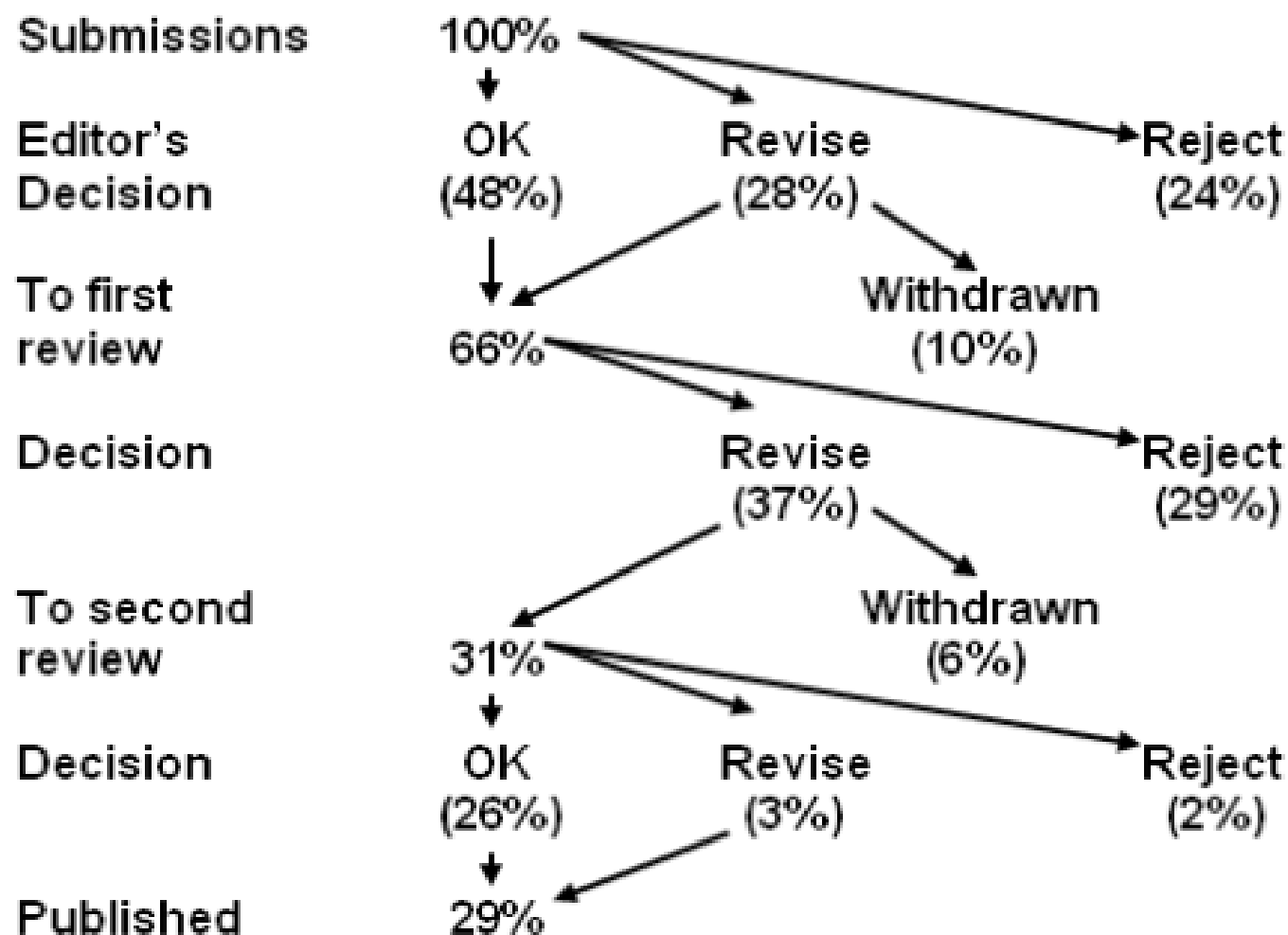
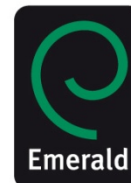
Author Response

You imply that you do not wish to see a tutorial to CAR (even though one reviewer thinks that this is needed since some sections of the MISQ readership may not be familiar with CAR). We concur with you and have removed the tutorial aspects. The front end of the paper (**pages 2-5**) has been revised in order to outline the research and practical problems that we focused on.

We agree that the research-practice gap needs to be positioned clearly as an intellectual challenge (**as highlighted on page 3**). We have now deliberately positioned the paper in this way with the challenge manifested in the action-research dichotomy, where either action or research tends to be the focus of action research projects (**as explained on page 3**). We also substantiate our arguments better in the broader CAR literature (as detailed from **pages 5-14**).

Next response

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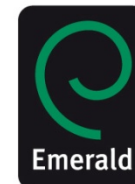


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Voices from editors



- The authors from China do **ignore the submission guidelines** then try to negotiate the word length and other issues. This is difficult for editors. In several cases they have refused to shorten their papers to the 6,000 word limit. In one case an author said that if I wanted to cut the paper I could eliminate the references. This week I received a paper that was 20,000 words, and the author complained when I returned it. I let them know that the guidelines are not negotiable, but the Chinese authors are the only ones in the world that protest the requests for changes. This has been very surprising.
- that we simply don't understand; **following instructions** (for example, structured abstract) is still a problem.
- the major issue relates to the fact that most papers do not contribute to the field and **scope of the journal**. Paper are either a plug and play (replication of previous studies) , data crunching statistical analysis with no implications and/or papers that do not fit the scope of the journal

Voices from Editors



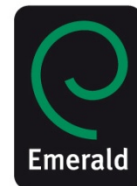
- papers by Chinese authors are more likely to **contain English grammar problems**, not conform to the required research paper structure, are weak in research training and writing for international journals, lack a critical analysis of the related studies
- I suggest they always **work with an experienced native speaking copy-editor**, or better, a co-author experienced in publishing in high-level scientific journals.
- Another limitation of Chinese papers is that they often **fail to provide a conceptual or theoretical basis** for their hypotheses.
- **Lack novel practical or theoretical contributions** have weak English be methodologically simplistic replicate Western research findings in China without considering the indigenous Chinese context

Voices from editors



- I believe this is because there is a stress to people to publish in order to publish and **not for conducting "innovative" research**
- Manuscripts from Asia in general, and China in particular are often **more literature-driven than issue-driven**.
- First let me say that we do not have huge numbers of submissions from China as we did in the past, because word has spread that we come down very hard on **plagiarism**.
- By this I mean that Chinese authors will sometimes review the literature on a specific topic or group of topics and develop hypotheses or models with the justification being that the **hypotheses or models proposed have never been proposed or tested**. True, the hypotheses/models may be novel but this does not mean that they are worthwhile or make any meaningful contribution to theory or practice.

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