



Редакция журнала Организацион...  
ANDY OSTBORN

21.35



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DOCX - 87 KB



Dear Radna Andi Wibowo

We have received a review of your manuscript and  
are awaiting a revised manuscript including  
language proofreading.

Sincerely,

editorial office of the electronic journal

ORGANIZATIONAL PSYCHOLOGY

Radna Andi Wibowo

National Yunlin University of Science and  
Technology

...



Редакция журнала Организацион... 18.08  
ANDY OSTBORN



Dear Radna Andi Wibowo

We have received a final revision of your  
manuscript and it will be submitted for  
reconsideration.

Sincerely,

editorial office of the electronic journal  
ORGANIZATIONAL PSYCHOLOGY

<https://orgpsyjournal.hse.ru/en/>

С уважением,

редакция электронного журнала  
ОРГАНИЗАЦИОННАЯ ПСИХОЛОГИЯ

<https://orgpsyjournal.hse.ru/>

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Редакция журнала Организацион... 05.29  
ANDY OSTBORN



Dear Radna Andi Wibowo

Your manuscript "Understanding of Employees' Performing Professional Duties at Home: A Qualitative Study" is recommended for publication. It has been submitted for editorial processing and is being prepared for publication in one of the next issues of our journal.

Sincerely,

editorial team of the electronic journal  
ORGANIZATIONAL PSYCHOLOGY

<https://orgpsyjournal.hse.ru/en/>

С уважением,

редакция электронного журнала  
ОРГАНИЗАЦИОННАЯ ПСИХОЛОГИЯ

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# ORGANIZATIONAL PSYCHOLOGY

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## pondePaper Evaluation Form

Manuscript Title:	Understanding of Employees' Stress during Covid-19: A Qualitative Study
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I – Text's formal aspects	Poor	Fair	Average	Good	Excellent	Not applicable
The title reflects the content of the paper. It is short and interesting.	x					
Enough precise keywords are provided and are separated by semicolons. The keywords are good enough to make search on the Internet easy and precise. They are good descriptors of the content of the paper.			x			
The abstract is informative enough to stand on its own. Appropriate generic moves and steps have been employed (i.e., correct genre).				x		
The overall appearance, diction, and language of the manuscript looks natural.				x		
The paper is free from typographical and grammatical errors.				x		
Table/figure captions are correct.				x		
References and citations						
The reference list follows alphabetical ordering and APA Style.			x			
There is a one-to-one correspondence between the cited and referenced works.					x	
There is no additional or incomplete reference.			x			
Comments (optional):						
<p>The article is titled 'Understanding of Employees' Stress during Covid-19: A Qualitative Study,' but it does not actually discuss the stress of the pandemic, but the stress associated with performing professional duties at home. Therefore, it is necessary to correct the title.</p> <p>The keywords do not fully reflect the content of the article.</p> <p>The reference list should be corrected and made in a uniform way.</p>						

I – Content quality evaluation	Poor	Fair	Average	Good	Excellent	Not applicable
The introduction of the paper describes the problem within a theoretical framework. It clearly establishes a niche, identifies a gap, and occupies the gap.			x			



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The background section of the paper demonstrates a clear relationship to the problem. Enough literature has been provided. The sources cited are original, authoritative, important, and recent. There is no plagiarism in this section.			x			
The paper includes clearly stated research question(s) and a statement as to why the question(s) is/are interesting. The author explores an issue in depth.			x			
Appropriate research design/method has been used. Subjects, instruments, and procedures have all been described appropriately. The reliability and validity of the instruments/data have been demonstrated.			x			
Appropriate, correct and rigorous analysis of the research question and/or subject matter is provided. If the study is quantitative, right robust statistics have been used. Technical language and correct symbols have been used.		x				
Accurate and useful interpretation has been made. Sound argument and discussion has been provided.		x				
Results have been reported. The study has been evaluated and compared to similar studies (if any).		x				
Conclusion describes implications for theory, research, and/or practice. Logical conclusions from the data have be drawn		x				
This study arises from new theoretical results or new empirical findings; it arises from new interpretation or synthesis of known material.			x			
The problem being studied is significant. It is applicable and of interest to the field; it has relevance beyond the case presented.				x		
The content is precise. The language of the paper is formal, technical and academic.			x			
On the whole, this manuscript is an academic scholarly work. The manuscript enjoys scientific quality and scholarly standing.			x			
<b>Ethical issues</b>						
The manuscript is free from ethical issues.				x		
It has not been previously published/presented elsewhere.					x	
If figures or visual works are borrowed from others, permission to reproduce has been obtained from their creators.		x				



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## Comments (optional):

The presented work has several points that may be of interest to readers of the *Organizational Psychology Journal*. In particular, the description of the problems that arose in Indonesia in connection with the spread of the coronavirus infection is interesting. Of interest is the list of codes, which is used to analyze the semi-structured interview and describe the experiences of employees who have to work from home.

However, the study is plagued by many problems.

The study is conducted on a very small sample (only 21 respondents), which is also very heterogeneous (the study involves people of different ages, sex, part-time or full-time employed, working in companies with different forms of ownership). In addition, the answers of the respondents were collected in different languages. The differences between the respondents are not discussed or taken into account in any way.

As the result the author cites the classes of positive and negative aspects of experience that employees have while working from home. This might be interesting but these data do not correlate with classes of employees' experiences in the workplace or with their experiences before the pandemic. It remains unclear whether these experiences are unique and related to the pandemic or if they are universal. The author fits the obtained data in the scientific context only formally, not in a meaningful way. In particular, it remains unclear how the findings relate to the model by Lazarus & Folkman, 1987.

Analyzing the Employees' Stress problem, the author draws mainly on classic works and makes very few references to recent research.

Dear Reviewer,

Thank you very much for reviewing this paper.

Please indicate your final decision concerning this paper.

FINAL RECOMENDATION	
	Accept, no revision needed
	Accept, but needs minor revision
X	Accept, but needs major revision
	Reject, poor quality/out of scope
	Reject, ethical issues

If you have decided that the paper needs revision, should it be sent to you again for a second round of evaluation? Please indicate your answer.

X	Yes
	No

## Review Comments::

The article is suitable for publication after serious revision, change of title, deeper analysis of the results, correlating them with theoretical models and previously obtained data.

After its completion, please forward this opinion to the email address of the Editorial Board [orgpsy.russia@gmail.com](mailto:orgpsy.russia@gmail.com)



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## Paper Evaluation Form

Manuscript Title:	<b>Understanding of Employees' Stress during Covid-19: A Qualitative Study</b>
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I – Text's formal aspects	Poor	Fair	Average	Good	Excellent	Not applicable
The title reflects the content of the paper. It is short and interesting.			x			
Enough precise keywords are provided and are separated by semicolons. The keywords are good enough to make search on the Internet easy and precise. They are good descriptors of the content of the paper.			x			
The abstract is informative enough to stand on its own. Appropriate generic moves and steps have been employed (i.e., correct genre).			x			
The overall appearance, diction, and language of the manuscript looks natural.			x			
The paper is free from typographical and grammatical errors.			x			
Table/figure captions are correct.			x			
References and citations						
The reference list follows alphabetical ordering and APA Style.			x			
There is a one-to-one correspondence between the cited and referenced works.				x		
There is no additional or incomplete reference.						x

### **Comments (optional):**

The article is devoted to a relevant topic - the experience of stress in employees working online during the quarantine period. The author proposes to clarify the phenomena of experiences related to eustress and distress (according to Selye, 1976), by asking 4 questions. The respondents' answers were subjected to content analysis according to the selected categories.

Unfortunately, the text of the article raises many questions both in the theoretical part and in the method of data analysis.

Keywords are incomplete (Quarantine; Working From Home; ...)



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I – Content quality evaluation	Poor	Fair	Average	Good	Excellent	Not applicable
The introduction of the paper describes the problem within a theoretical framework. It clearly establishes a niche, identifies a gap, and occupies the gap.			x			
The background section of the paper demonstrates a clear relationship to the problem. Enough literature has been provided. The sources cited are original, authoritative, important, and recent. There is no plagiarism in this section.			x			
The paper includes clearly stated research question(s) and a statement as to why the question(s) is/are interesting. The author explores an issue in depth.	x					
Appropriate research design/method has been used. Subjects, instruments, and procedures have all been described appropriately. The reliability and validity of the instruments/data have been demonstrated.	x					
Appropriate, correct and rigorous analysis of the research question and/or subject matter is provided. If the study is quantitative, right robust statistics have been used. Technical language and correct symbols have been used.	x					
Accurate and useful interpretation has been made. Sound argument and discussion has been provided.		x				
Results have been reported. The study has been evaluated and compared to similar studies (if any).			x			
Conclusion describes implications for theory, research, and/or practice. Logical conclusions from the data have be drawn			x			
This study arises from new theoretical results or new empirical findings; it arises from new interpretation or synthesis of known material.			x			
The problem being studied is significant. It is applicable and of interest to the field; it has relevance beyond the case presented.				x		
The content is precise. The language of the paper is formal, technical and academic.			x			
On the whole, this manuscript is an academic scholarly work. The manuscript enjoys scientific quality and scholarly standing.			x			



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Ethical issues						
The manuscript is free from ethical issues.				x		
It has not been previously published/presented elsewhere.					x	
If figures or visual works are borrowed from others, permission to reproduce has been obtained from their creators.						
<b>Comments (optional):</b> Unfortunately, the text of the article raises many questions both in the theoretical part and in the analysis methodology.						

Dear Reviewer,

Thank you very much for reviewing this paper.

Please indicate your final decision concerning this paper.

FINAL RECOMENDATION	
	Accept, no revision needed
	Accept, but needs minor revision
X	Accept, but needs major revision
	Reject, poor quality/out of scope
	Reject, ethical issues

If you have decided that the paper needs revision, should it be sent to you again for a second round of evaluation? Please indicate your answer.

X	Yes
	No

### Review Comments:

A qualitative method of data analysis assumes a comprehensive consideration of all possible factors that can affect the data obtained. The sample of people, only 21 people, is too heterogeneous: by language, survey method, age, sex, marital status, etc., in order to draw general conclusions.

«This conflation of cause and reaction inevitably leads to misconceptions and misunderstandings when using the terms “eustress” or “positive stressors” because sometimes they denote simply the factors promoting positive perception of an event, whereas in other situations they denote the positive bodily reaction or positive perception of that reaction» (see Bienertova-Vasku J., Lenart P., Scheringer M. (2020) Eustress and Distress: Neither Good Nor Bad, but Rather the Same?).



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At present, there are at least three approaches to the definition of "eustress", reflecting the confusion about its understanding. How confident is the author that the respondents understand what they are being asked about?

The author claims that he relies on The HRD Eustress Model (Hargrove et al., 2015), but at the same time ignores in his work that the HRD's central focus is on improvement of individual and organizational performance. For the analysis of the data obtained in the work, the Hobfall COR-theory model is probably more suitable, given that the living conditions, the content of the work, the hierarchical status, the level of responsibility, efficiency, the cost of respondents' mistakes were not taken into account (see Merino M. Dolores, M. Dolores Vallellano, Coral Oliver, Inmaculada Mateo (2021) What makes one feel eustress or distress in quarantine? An analysis from conservation of resources (COR) theory).

As the main method of obtaining data, content analysis was used - one of the types of frequency analysis of text. However, the article does not provide any data on how the coding tables were evaluated, what was taken as a unit of text analysis, and how their frequency of occurrence was measured in the total volume of analyzed texts.

After its completion, please forward this opinion to the email address of the Editorial Board [orgpsy.russia@gmail.com](mailto:orgpsy.russia@gmail.com)