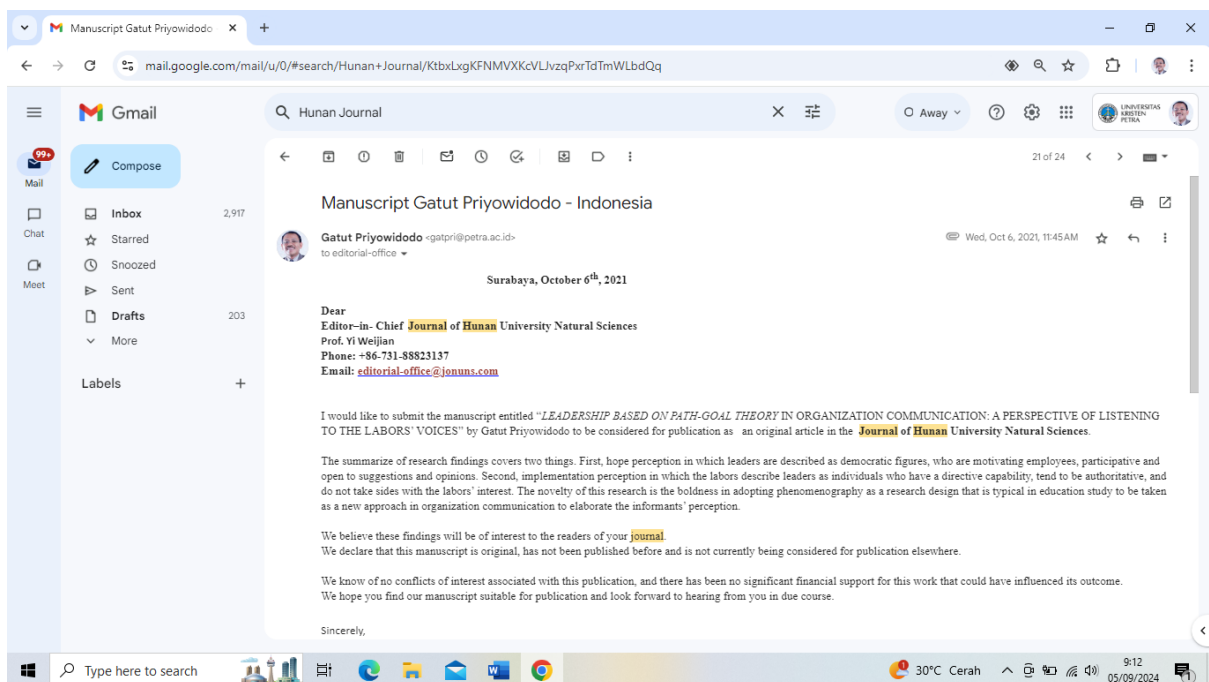


BUKTI KORESPONDENSI AUTHOR DENGAN EDITOR *HUNAN JOURNAL*

1. BUKTI SUBMISSION AWAL ATAU BUKTI SUBMIT MANUSCRIPT

Submission 1

Tertanggal 06 Oktober 2021



2. BUKTI RESPOND EDITOR, BUKTI ACCEPTED DAN MINOR REVISION

Review 1

Tertanggal 21 Oktober 2021

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Oct 21, 2021, 8:39 PM

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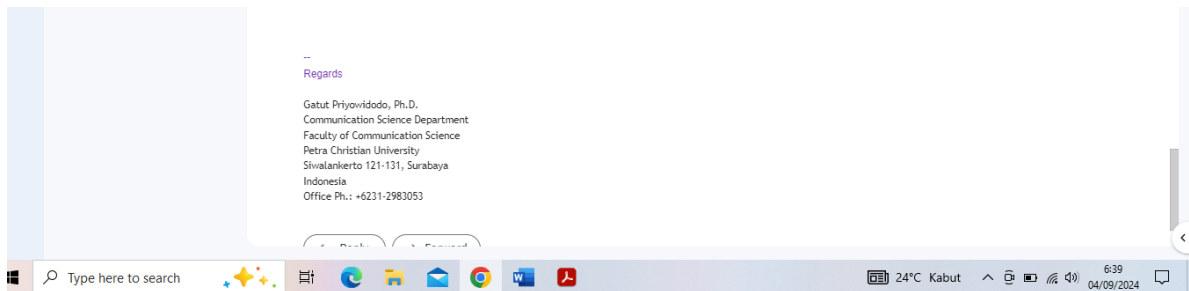
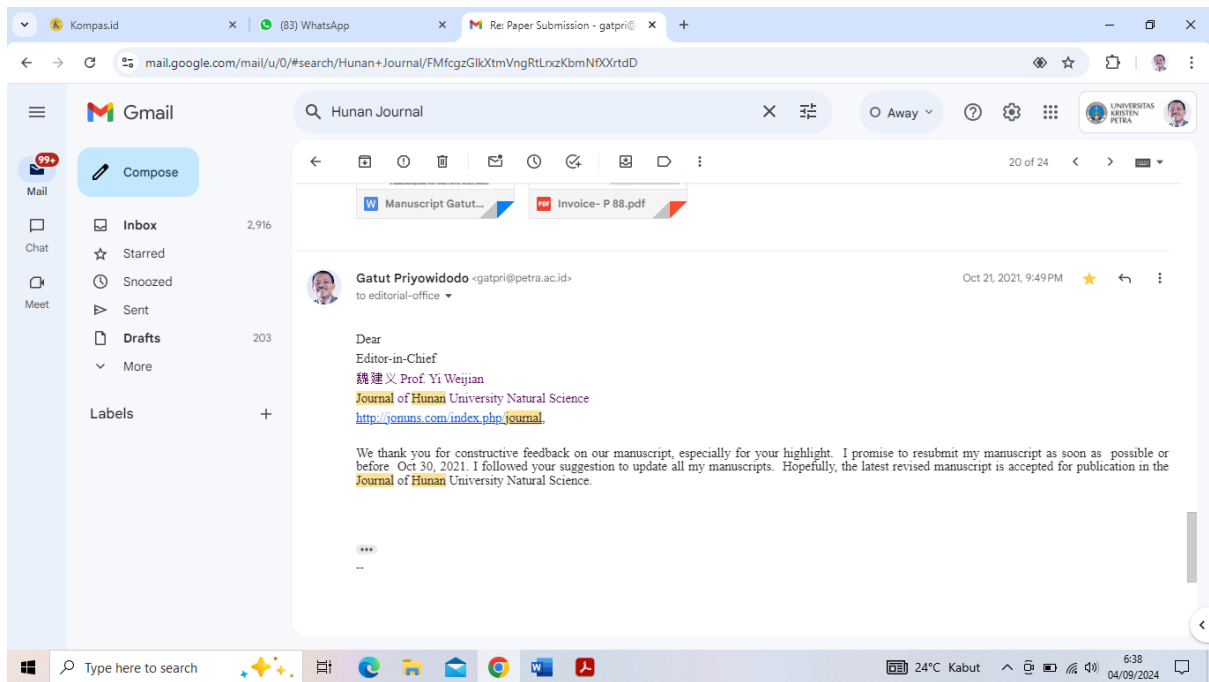
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Yours sincerely,
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Journal of Hunan University Natural Science
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3. BUKTI PROSES REVISI MANUSCRIPT DARI REVIEWER

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Gatut Priyowidodo <gatpri@petra.ac.id>
to editorial-office

Sat, Oct 30, 2021, 5:48 PM

Dear,
Editor-in-Chief
魏建义 Prof. Yi Weijian
Journal of Hunan University Natural Science
<http://jounus.com/index.php/journal>

Thank you very much for considering our manuscript entitled "Leadership Based on Path-Goal Theory in Organization Communication: A Perspective of Listening to The Labors' Voices" to be published in your journal. We have revised the manuscript according to the reviewers' comments.

We would be very appreciated if you could consider our manuscript to publish as original article in your journal.

We hope that the revisions that I have made fulfilled all the given reviews and this article is feasible to be published in the upcoming edition.

Response to Reviewers

No.	Reviewer's Comments	Revision/ Response by Author
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1	Please add the novelty of the results (1-2 sentences) in the abstract	Thank you very much for valuable comments. Abstract has been corrected accordingly. Another novelty of this study relates to the fact that this study elaborates the concept of leadership from labors' perspectives. The facts obtained from the field showed that gaps between labors' and leaders' perspective were quite high. For instance, the concept of "democracy" was rather unclear. Leaders perceived democracy as something related to freedom, while labors found it a form of "coercion".
2.	Please retain only the most recent references, preferably those published in 2016-2021. List of references must be reduced to a	Thank you very much for valuable comments. References updated as your suggestion.

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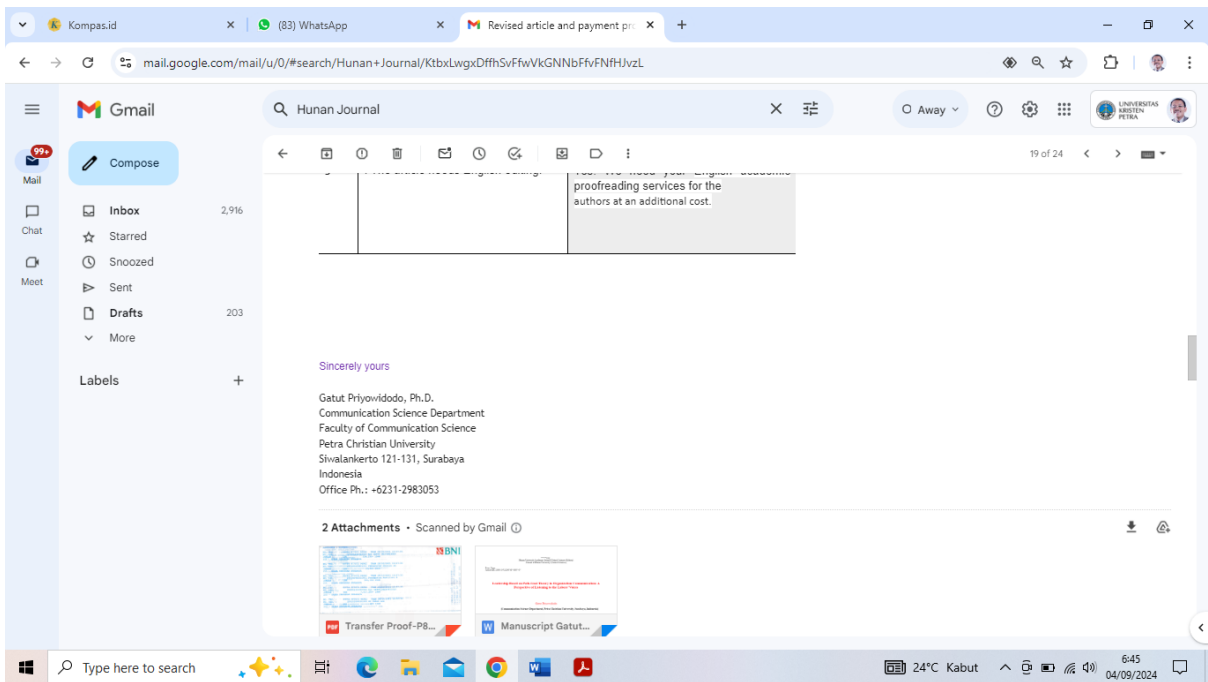
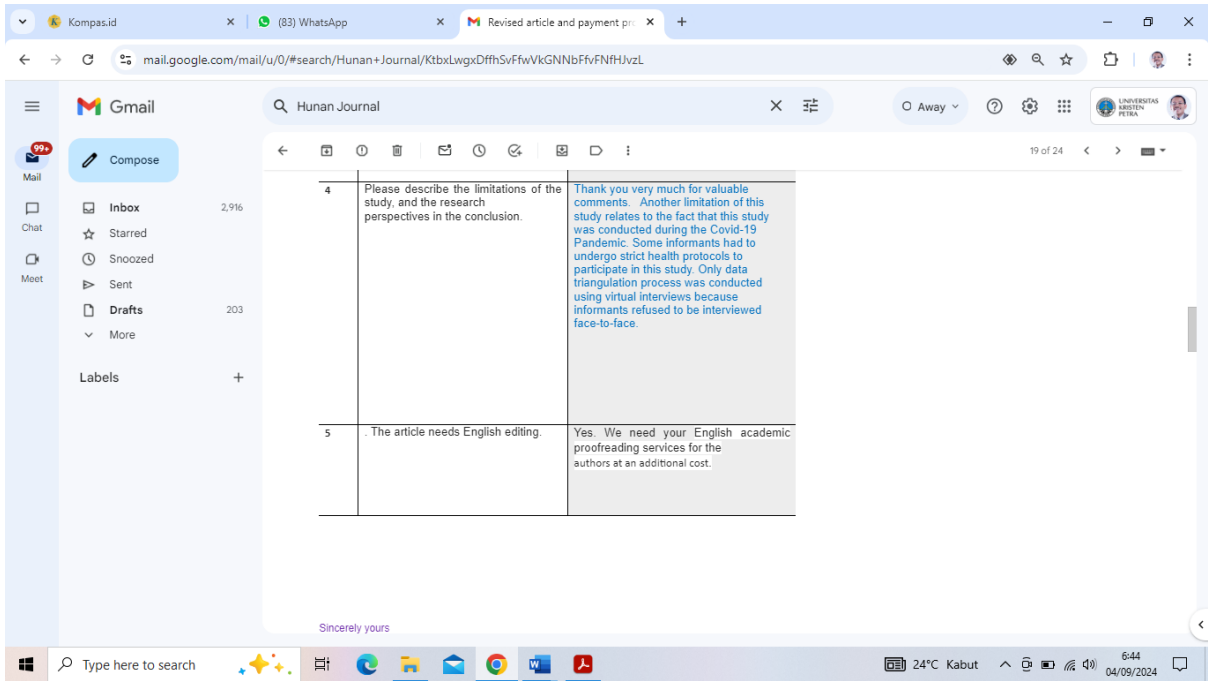
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	references must be reduced to a maximum of 30 sources.	suggestion.
3	Please describe scientific novelty (200-250 words) in the conclusion Please write the source under each figure and table.	Thank you very much for valuable comments. As previously described, this study includes four important matters. <i>First</i> , the use of phenomenographic research design which was new in organizational communication research studies. So far, phenomenography has only been used for educational-based research. However, this research design is very relevant to be applied in research on communication studies. <i>Second</i> , research on organizational leadership mostly focused on perceptions constructed from the leaders' perspective. Only few have studied it from workers' perspective. Even though workers are an important element in business enterprises, workers' voices were often neglected. This situation brought a new comprehension that the conceptions of leadership and workers have different emphasis on four aspects as described above. This fact proves that organizational or company regulations often give advantages to those with bigger authorities. <i>Third</i> , the path-goal

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Reply Editor

tertanggal 01 November 2021

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Have a nice day.
Take care of yourself!

Yours sincerely,
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Reviewer's Comments

Revision/ Response by Author

A

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Manuscript format has been corrected accordingly

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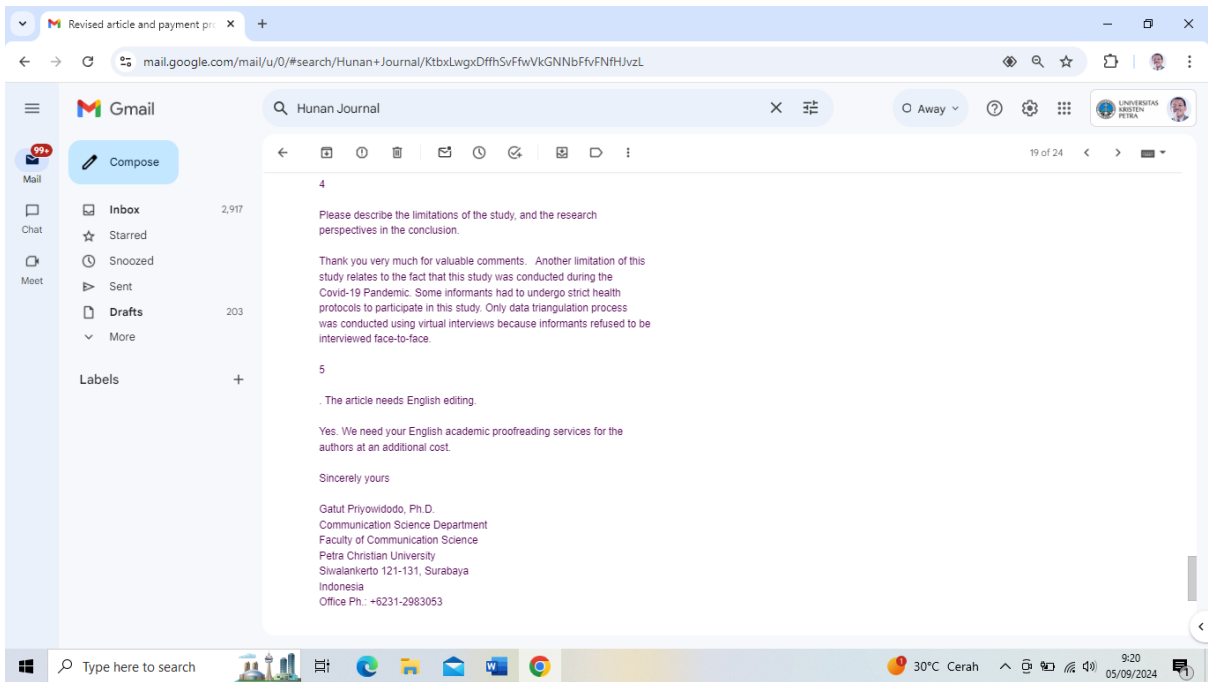
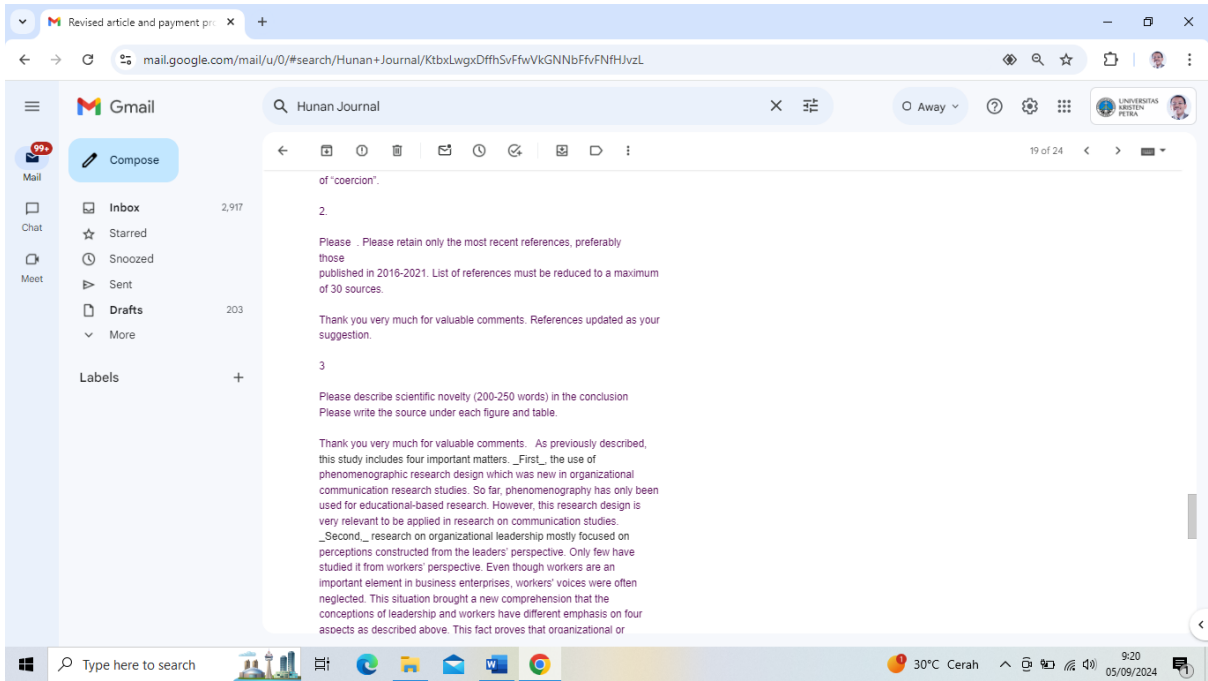
Please add the novelty of the results (1-2 sentences) in the abstract

Thank you very much for valuable comments. Abstract has been corrected accordingly. Another novelty of this study relates to the fact that this study elaborates the concept of leadership from labors' perspectives. The facts obtained from the field showed that gaps between labors' and leaders' perspective were quite high. For instance, the concept of "democracy" was rather unclear. Leaders perceived democracy as something related to freedom, while labors found it a form of "coercion".

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