



Dr. Layaman <layaman72@gmail.com>

[BTP] Submission Acknowledgement

Romualdas Ginevičius <romualdas.ginevicius@vgtu.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

18 Mei 2020 15.43

Layaman Layaman:

Thank you for submitting the manuscript, "THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE " to Business: Theory and Practice. With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

Submission URL: <https://journals.vgtu.lt/index.php/BTP/authorDashboard/submission/12746>

Username: layaman

If you have any questions, please contact me. Thank you for considering this journal as a venue for your work.

Romualdas Ginevičius

[Business: Theory and Practice](#)



Dr. Layaman <layaman72@gmail.com>

[BTP] Submission ORCID

Romualdas Ginevičius <romualdas.ginevicius@vgtu.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

20 Mei 2020 19.59

Dear Layaman Layaman,

You have been listed as an author on a manuscript submission to Business: Theory and Practice.
To confirm your authorship, please add your ORCID id to this submission by visiting the link provided below.

 [Register or connect your ORCID iD](#)

[More information about ORCID at Business: Theory and Practice](#)

If you have any questions, please contact me.

Romualdas Ginevičius

[Business: Theory and Practice](#)

[BTP] Editor Decision

Živilė Tunčikienė <btp@vgtu.lt>

20 Mei 2020 19.59

Kepada: Layaman Layaman <layaman72@gmail.com>

Layaman Layaman:

We have reached a decision regarding your submission to Business: Theory and Practice, "THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

Decision: resubmit.

The plagiarism program fixes over 40 percent of similarity to the published information (please revise the paper according to the criterion).

Please revise the paper according to the requirements for BTP articles (**please prepare the paper according to the template for BTP articles - please take attention to the structure of the paper, please take attention to the presentation of tables, pictures, formulas...**).

The paper must be revised also in such aspects too: Comments 1: please revise the abstract according to the requirements (relevance, novelty, the tasks for implementing the main goal, the research methods and the investigation results); Comments 2: please base the investigation methodology and please submit the investigation results with clear your contribution; Comments 3: please submit more constructive conclusions; Comments: please prepare the list of the references according to the requirements and please renew the list of references (2020, 2019); Comments 4: a scope of the article is recommended about 40000 characters with spaces; Comments 5: please add JEL classification code after keywords.

We are looking forward to the edited paper as soon as possible.

Best regards.

Živilė Tunčikienė

btp@vgtu.lt

[BTP] Editor Decision

Agnė Šimelytė <btp@vgtu.lt>

3 Desember 2020 15.12

Kepada: Layaman Layaman <layaman72@gmail.com>

Layaman Layaman:

We have reached a decision regarding your submission to Business: Theory and Practice, "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

Please improve your article according to the reviewers recommendations. All changes suppose to be indicated in yellow. Revised version of the article upload into revision section. Do not delete first version.

Our decision is to: Resubmit for Review

Managing editor

Agnė Šimelytė

btp@vgtu.lt

Reviewer A:

This study is a good attempt to clarify the relationship of transformational leadership and employee performance. However, there are significant issues related with the methodology and writing style of the manuscript. Some suggestions are presented below:

- This article requires a thorough proofreading for the correctness of English.
- Authors should adhere the rules of academic writing. Majority of in-text references require correction.
- Introduction should provide a strong justification of the study. Moreover, the research questions and basis for selection of sample should also be discussed.
- In methodology, more detailed description should be provided in order to justify the formulation of hypotheses. Furthermore, H7 describes the relationship of proactive knowledge and task performance, while the dependent variable is employee performance. Explain.
- There is no hypothesis which relates the learning goal orientation with the employee performance. Please clarify.
- Sample items along with the Cronbach's alpha value should be provided.
- Theoretical and practical implications are missing. These are really important for the research. These should be included.
- Limitations of the study should also be discussed.

Recommendation: Revisions Required

Reviewer B:

The study was designed to determine the effect of proactive knowledge sharing among transformational leadership, cohesion and learning goal orientation on employee performance. The scope was banks involved in sharia banking. Major parameters in the study were proactive knowledge sharing, transformational leadership, cohesion, learning goal

orientation, employee performance. The objective of the study was well stated via the hypothesis and two of the hypothesis were found to be unacceptable. The references were found to be good but the recency was found to be faulty. this was with the expected 5 years span being 20.48% of the total reference. this should be worked on. the adopted methodology of the study was adequate as it was able to establish the link between the stated variables of the study. This was able to support the invalid findings of the existing relationship and pathing a new way for further research. the findings were clear but in the write up of the findings, the author(s) were of the opinion that the sharia knowledge was of a needed effect to the establishment of the cohesion and employee performance and it brings to bare why that single unestablished construct was made mention as against others that were rejected. claiming that sharia-based employees were expected to know what it entails must be established in the body of the literature with authors to affirm this claims or it will be taken as an assumption. If the need to go through with this was needed, then the inclusion of religion should be a parameter for the study. the outlier of the identified variable was deemed not needed as the results from the analysis reflected so. Furthermore, the findings of the study was in totality found to be reliable and adaptable for further research as well practicable for economy growth in the studied industry. The conducted study reflected no ethics was violated with the use of the related topic for the study. the author(s) are required to have an overall in the grammatical construct with the errors or improperly aligned grammar. This affects the intended message of the study.

Recommendation: Revisions Required



Dr. Layaman <layaman72@gmail.com>

[BTP] Editor Decision

Agnė Šimelytė <btp@vgtu.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

3 Desember 2020 15.13

Layaman Layaman:

We have reached a decision regarding your submission to Business: Theory and Practice, "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

Our decision is: Revisions Required

Agnė Šimelytė
btp@vgtu.lt

[Kutipan teks disembunyikan]



Dr. Layaman <layaman72@gmail.com>

[BTP] Editor Decision

Ki Layaman <layaman72@gmail.com>
Kepada: Agnė Šimelytė <btp@vgtu.lt>

5 Desember 2020 03.15

OK, I will improve my article as soon as possible. Thank you
[Kutipan teks disembunyikan]



Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Assoc Prof Dr Agnė Šimelytė <btp@vgtu.lt>

24 Mei 2021 23.41

Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>

Kepada: Layaman Layaman <layaman72@gmail.com>

You have a new notification from Business: Theory and Practice:

There is new activity in the discussion titled "Question" regarding the submission "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

Link: <https://journals.vgtu.lt/index.php/BTP/authorDashboard/submission/13365>

Vida Davidavičienė

[Business: Theory and Practice](#)



Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Assoc Prof Dr Agnė Šimelytė <btp@vgtu.lt>

24 Mei 2021 23.41

Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>

Kepada: Layaman Layaman <layaman72@gmail.com>

You have a new notification from Business: Theory and Practice:

There is new activity in the discussion titled "Question" regarding the submission "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

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Vida Davidavičienė

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Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Giedrė Cesiulytė <giedre.cesiulyte@vilniustech.lt>

29 Juli 2021 15.30

Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>

Kepada: Layaman Layaman <layaman72@gmail.com>

You have a new notification from Business: Theory and Practice:

You have been added to a discussion titled "Copy-edited manuscript" regarding the submission "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

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Vida Davidavičienė

[Business: Theory and Practice](#)



Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Giedrė Cesiulytė <giedre.cesiulyte@vilniustech.lt>
Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

2 Agustus 2021 14.05

You have a new notification from Business: Theory and Practice:

There is new activity in the discussion titled "Copy-edited manuscript" regarding the submission "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

Link: <https://journals.vgtu.lt/index.php/BTP/authorDashboard/submission/13365>

Vida Davidavičienė

[Business: Theory and Practice](#)

[BTP] Your article proofs for review

Giedrė Cesiulytė <giedre.cesiulyte@vilniustech.lt>
Balas Ke: Giedrė Cesiulytė <giedre.cesiulyte@vilniustech.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

20 Oktober 2021 13.45

Your proofs are now available for review.

Your username and password were sent to you in a separate email.

Please approve these proofs or return any corrections by **22 October 2021**, to avoid delay to publication.

Corrections must be limited to answers to queries, typographical and essential corrections only.

1. Retrieve your PDF proof from Galleys by clicking 'PDF'.
2. Please check your proofs thoroughly before submitting your corrections, as further corrections cannot be accepted. If you have any queries, please email me.
3. Submit your corrections by adding a message to 'Production Discussion' (you can write corrections to email or upload a file)

After we have received your corrections and Licence Agreement, your article will be corrected and published online.

1. Please download Licence Agreement from 'Submission Library' – 'View Document Library'.
2. Sign the Licence Agreement and upload it to this message (please use 'add message' button at the end of this message Library').

After we have received your corrections and filled in and signed Licence Agreement, your article will be corrected and published online.

You can access your submission in Business: Theory and Practice through journals website.

www.btp.vgtu.lt

Submission URL: <https://journals.vgtu.lt/index.php/BTP/authorDashboard/submission/13365>

If you have any difficulty using the Business: Theory and Practice system, please contact me.

Sincerely,
Giedrė Cesiulytė

[BTP] Invoice details

Rūta Kučiauskienė <journals.apc@vilniustech.lt>
Balas Ke: Rūta Kučiauskienė <journals.apc@vilniustech.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

20 Oktober 2021 16.54

Dear corresponding author Layaman Layaman

Your article "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE " is ready for publishing.

Please inform us who will pay the publication fee and provide us with details of the payer so that we can issue an invoice.

Note: Article processing charges (APCs) are subject to VAT at the standard Lithuanian VAT rate of 21%. According to the laws of Lithuania, the tax must be included for payers who are natural persons and only institutions can have it excluded (for European Union countries only). For institutions paying the APCs, they can be transferred directly to VILNIUS TECH, excluding the VAT from the sum.

Please provide payer details:

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Please write your reply in discussion on your submission account:

Submission URL: <https://journals.vgtu.lt/index.php/BTP/authorDashboard/submission/13365>

Username: layaman

Rūta Kučiauskienė,
Head of Marketing and Production department

Please do not respond to this e-mail. It is an automatic e-mail from the system.



Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Rūta Kučiauskienė <journals.apc@vilniustech.lt>

23 November 2021 20.43

Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>

Kepada: Layaman Layaman <layaman72@gmail.com>

You have a new notification from Business: Theory and Practice:

There is new activity in the discussion titled "[BTP] Invoice details" regarding the submission "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

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Vida Davidavičienė

[Business: Theory and Practice](#)



Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Giedrė Cesiulytė <giedre.cesiulyte@vilniustech.lt>
Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

1 Desember 2021 16.14

You have a new notification from Business: Theory and Practice:

There is new activity in the discussion titled "[BTP] Your article proofs for review" regarding the submission "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

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Vida Davidavičienė

[Business: Theory and Practice](#)



Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Giedrė Cesiulytė <giedre.cesiulyte@vilniustech.lt>
Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

3 Desember 2021 16.14

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There is new activity in the discussion titled "[BTP] Your article proofs for review" regarding the submission "The THE MEDIATING EFFECT OF PROACTIVE KNOWLEDGE SHARING AMONG TRANSFORMATIONAL LEADERSHIP, COHESION, AND LEARNING GOAL ORIENTATION ON EMPLOYEE PERFORMANCE".

Link: <https://journals.vgtu.lt/index.php/BTP/authorDashboard/submission/13365>

Vida Davidavičienė

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Dr. Layaman <layaman72@gmail.com>

[BTP] New notification from Business: Theory and Practice

Giedrė Cesiulytė <giedre.cesiulyte@vilniustech.lt>
Balas Ke: Vida Davidavičienė <vida.davidaviciene@vilniustech.lt>
Kepada: Layaman Layaman <layaman72@gmail.com>

6 Desember 2021 18.35

You have a new notification from Business: Theory and Practice:

There is new activity in the discussion titled "[BTP] Your article proofs for review" regarding the submission "The mediating effect of proactive knowledge sharing among transformational leadership, cohesion, and learning goal orientation on employee performance".

Link: <https://journals.vgtu.lt/index.php/BTP/authorDashboard/submission/13365>

Vida Davidavičienė

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