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No.	Perihal	Tanggal
1.	Bukti konfirmasi submit artikel pada <i>Quality Access to Success</i>	20 November 2023
2.	Bukti konfirmasi artikel sudah sukses di submit dan diserahkan kepada editor	16 Desember 2023
3.	Bukti pemberitahuan bahwa artikel tersebut diterima namun mendapatkan revisi minor	24 Maret 2024
4.	Bukti submit artikel yang sudah revisi	15 Juli 2024
5.	Bukti diterimanya publikasi dan instruksi pembayaran	01 Juli 2025
6.	Bukti pembayaran publikasi	09 Juli 2025
7.	Bukti sudah publish pada <i>Quality Access to Success</i>	25 Juli 2025



Zahara Tussoleha Rony <zahara@ko2pi.org>

New Submission Manuscript

7 messages

Zahara Tussoleha Rony <zahara@ko2pi.org>
To: editor@calitatea.ro

Mon, Nov 20, 2023 at 11:07 AM

Dear Editors,

I am pleased to submit the manuscript entitled "**Strategic Talent Management Challenges in Diversified Media Organizations: A Post-positivist Case Study Approach**" for consideration for publication in *Quality Access to Success*.

This paper provides an in-depth, empirically driven exploration of the strategic talent management complexities faced by diversified media companies, employing a rigorous post-positivist case study methodology. Given the evolving dynamics of talent management practices and the critical role human resources play in media organizational effectiveness, this study offers valuable insights for both practitioners and scholars aiming to enhance management strategies and organizational performance.

I affirm that the manuscript is original, has not been previously published, and is not under consideration for publication elsewhere.

Thank you for considering this manuscript for publication. I look forward to your feedback and am available to provide any further information required.

Warm regards,

Zahara

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Editor Calitatea <editor@calitatea.ro>
To: Zahara Tussoleha Rony <zahara@ko2pi.org>

Sat, Dec 16, 2023 at 11:58 AM

Dear Author,

Thank you for submitting your manuscript entitled "**Strategic Talent Management Challenges in Diversified Media Organizations: A Post-positivist Case Study Approach**" to *Quality Access to Success*.

We acknowledge receipt of your submission and appreciate your interest in publishing with our journal. Your manuscript has been assigned for initial editorial review, after which it will proceed to the peer review process, if deemed suitable.

We will keep you informed of the progress, and you can expect to hear from us regarding the status of your manuscript within the next few weeks. Should any additional information or documents be required during the review process, we will contact you promptly.

Thank you again for choosing *Quality Access to Success*.

Best regards,

Editor

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Editor Calitatea <editor@calitatea.ro>
To: Zahara Tussoleha Rony <zahara@ko2pi.org>

Sun, Mar 24, 2024 at 1:21 PM

Dear Author,

Thank you for submitting your manuscript titled "**Strategic Talent Management Challenges in Diversified Media Organizations: A Post-positivist Case Study Approach**" to *Quality Access to Success*.

We have now received the reviewers' evaluations and completed our editorial assessment. After careful consideration, I am writing to inform you that the manuscript has been **provisionally accepted with minor revisions**.

The reviewers acknowledged the significance and relevance of your research, particularly its focus on strategic talent management within Indonesia's private television sector. They appreciated the depth of your qualitative analysis and the practical implications for HR management in media organizations. However, they have also suggested a number of areas that would benefit from clarification and refinement to strengthen the manuscript.

In particular, reviewers have recommended:

• **1. Relevance and Contribution to the Field**

- Does the manuscript clearly articulate the strategic significance of talent management within diversified media organizations, specifically national private television companies in Indonesia?
- How does this study contribute new knowledge or insights compared to existing literature on talent management and HR strategy in media or creative industries?
- Does the research address a gap in current management theory or practice? Is the focus on Indonesian private TV companies justified as a meaningful context?

2. Research Design and Methodological Rigor

- Is the use of a **constructivist paradigm** and **qualitative case study** method appropriate for the research objectives?
- Are the criteria for selecting the six HRM managers as informants clearly defined and justified?
- Is the duration of the fieldwork (1.5 years) used effectively to establish credibility and depth in data collection?
- How well does the manuscript address issues of **validity, reliability, and reflexivity** in qualitative research?

3. Clarity and Focus of Research Questions

- Are the three sub-focus questions clearly formulated and logically aligned with the overarching research purpose?
- Do the research questions adequately explore the "what, how, and why" of the obstacles to building talent management?

4. Analysis and Interpretation

- How rigorous is the **thematic analysis or coding** process used to derive insights from interviews?
- Are findings on CEO commitment and corporate culture supported with sufficient empirical evidence and illustrative quotes?
- Does the analysis sufficiently distinguish between **internal (cultural, leadership)** and **external (market, demographic)** factors contributing to the failure of talent management implementation?

5. Theoretical Framing and Integration

- Is the discussion well-grounded in relevant **theoretical frameworks or models** of talent management, human capital theory, or organizational change?
- How well does the study integrate findings with **prior academic literature**, especially recent or seminal works cited (e.g., Verhoef et al., 2021; Meyers, 2020)?

6. Practical Implications

- Are the practical recommendations for HR leaders and top management in media organizations clearly articulated?
- Does the manuscript provide actionable strategies for overcoming the talent management challenges identified?

7. Structure, Language, and Presentation

- Is the manuscript well-structured with a logical flow from introduction to conclusion?
- Are there any sections where the language, clarity, or academic tone could be improved?
- Are citations and references complete, up-to-date, and relevant to the claims made?

8. Originality and Ethical Considerations

- Has the study been conducted with ethical rigor, including informed consent and confidentiality for interviewees?
- Does the manuscript present **original findings** that have not been published elsewhere?
- Are there any concerns about **plagiarism, self-plagiarism, or data duplication**?

Please find the full reviewer comments attached for your reference. We kindly request that you address these comments in a revised version of your manuscript and provide a detailed response letter outlining the changes made.

The revised manuscript and response letter should be submitted within **12 Weeks** from the date of this email.

We appreciate your contribution to the journal and look forward to receiving your revised manuscript.

Warm regards,
Editor-in-Chief
Quality Access to Success
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Zahara Tussoleha Rony <zahara@ko2pi.org>
To: Editor Calitatea <editor@calitatea.ro>

Mon, Jul 15, 2024 at 8:11 PM

Dear Editor,

Here i send revision article. Thank you.

Best Regards
Zahara
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622K

Editor Calitatea <editor@calitatea.ro>
To: Zahara Tussoleha Rony <zahara@ko2pi.org>

Tue, Jul 01, 2025 at 4:17 PM

Dear Author,

We are pleased to inform you that your manuscript titled:

"Strategic Talent Management Challenges in Diversified Media Organizations: A Post-positivist Case Study Approach"

has been **accepted for publication** in *Quality Access to Success* following the successful completion of the peer review and editorial evaluation process.

We sincerely appreciate your contribution to the journal and believe that your research provides valuable insights into human resource strategy and organizational development, especially in the context of diversified media enterprises.

To proceed with the publication process, we kindly request the **Article Processing Charge (APC)** of **USD \$1000**.

Payment Instructions:

- **Amount:** \$1000 USD
- **Payment Method:** paypal
- **PayPal Account :** editor@calitatea.ro

Please confirm your preferred payment method and send proof of payment once the transfer is completed. Upon receipt of the payment, your article will be scheduled for publication in the upcoming issue.

Should you require an invoice or additional documentation, please do not hesitate to let us know.

Once again, congratulations on your acceptance, and thank you for choosing *Quality Access to Success* as the outlet for your scholarly work.

Best regards,

Editor-in-Chief

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Zahara Tussoleha Rony <zahara@ko2pi.org>

To: Editor Calitatea <editor@calitatea.ro>

Wed, Jul 09, 2025 at 6:16 PM

Dear Editor,

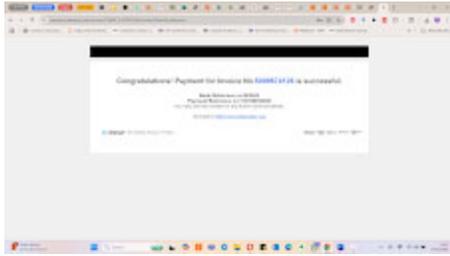
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Best regards



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Editor Calitatea <editor@calitatea.ro>
To: Zahara Tussoleha Rony <zahara@ko2pi.org>

Fri, Jul 25, 2025 at 6:07 PM

Dear Author,

We are pleased to inform you that your article titled:

"Strategic Talent Management Challenges in Diversified Media Organizations: A Post-positivist Case Study Approach"

has been successfully **published in Volume 26, Issue 207 (July 2025)** of *Quality Access to Success*.

We would like to thank you for your valuable contribution. Your research provides meaningful insights into talent management strategy in the media industry, and we are confident it will benefit both scholars and practitioners in the field of strategic human resource management.

You may access your published article through the journal's website or via the following direct link: <https://www.calitatea.ro/EN/ViewIssue.aspx>

Please feel free to share the publication within your academic and professional networks to increase its reach and visibility.

If you require a certificate of publication, digital copy, or invoice for institutional purposes, do not hesitate to contact us.

Once again, congratulations on your publication, and we look forward to receiving your future submissions.

Warm regards,

QAS Editor

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