# TITLE in APA Style (7th Edition)

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2Some Group, Some Department, Some University

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# Author Note

# TITLE in APA Style (7th Edition)

# Reviewer and Editor Comments

Reviewer’s comment is

# Decision and Task

# Discussion

# Conclusion

# Revision Table

| ID | Comment From | Comment | Part | Plan | Action | Who | Issue | Response | Revision |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | editor | Improve logical flow, ensuring that the introduction narrows down the research focus | Introduction | NA | NA | NA | NA | NA | NA |
| 2 | editor | Establish a compelling problem statement specifically for HRD. The core issue here is that there is a difference between HRD and HRD research. It is important to delimit the scope of the study to HRD research and provide the rationale for why | Introduction | NA | NA | NA | NA | NA | NA |
| 3 | editor | not being able to address PA in HRD practice, which might be because there is a lack of the literature on the use of PA. When you change HRD to HRD research in the introduction section, many of the claims are not relevant | Introduction | NA | NA | NA | NA | NA | NA |
| 4 | editor | You used the term, “PA research in HRD contexts” in the introduction and discussion section. However, this may not represent the essence of your research clearly. It might be more like “PA research relevant to HRD issues.” You have not explored PA research in HRD contexts. We suggest you use accurate expressions accordingly. | Introduction | NA | NA | NA | NA | NA | NA |
| 5 | editor | Present a strong rationale for how the topics to be identified will advance HRD research and theory building, considering that the aim of HRDR is to advance HRD theory | Introduction | NA | NA | NA | NA | NA | NA |
| 6 | editor | Reorganize content to prevent redundancy and abrupt context switches | Introduction | NA | NA | NA | NA | NA | NA |
| 7 | editor | Develop a standalone method section instead of the "Selection of the Literature” section. This will require you to discuss data analysis method as well | Metnod | Revise | Add method section | Chad | Add standalone method section as editor commented | Data Analysis Section added | Data Analysis |
| 8 | editor | Figure 1 is not difficult read; fix this issue. | Metnod | Revise | NA | Chad | Change it into 2 or 3 sperate figure | figure1 replaed by in-text explanation | Out of the initial pool of 173 articles, we identified nine different types of articles: article early access, article, book review early access, book review, editorial material early access, editorial material, letter, review early access, and review. By applying our inclusion and exclusion criteria, we were able to exclude 14 items, which consisted of 5 book reviews, 6 editorial materials, 1 letter, 1 book review early access, and 1 editorial material early access. Consequently, we were left with 159 research articles, which accounted for approximately 79% of the total articles, 13% of the early access articles, 9% of the reviews, and 3% of the early access reviews. These articles primarily consisted of publications in the form of articles and reviews. |
| 9 | editor | Detail the process of article selection, including inclusion/exclusion criteria and rounds of selection. | Metnod | Revise | NA | Chad | NA | Inclusion and exclusion criteria added | The fundamental principle of our inclusion criteria is to select research articles that are relevant to HR (Human Resources) and people analytics, and specifically focus on applied elements that are of concern to HRD (Human Resource Development). We defined our inclusion criteria through a combination of carefully chosen keywords. During the screening process, we made the decision to exclude supplementary formats such as front matter, which includes elements like prefaces or acknowledgments. Furthermore, we chose to include only research articles, which resulted in the exclusion of book reviews, editorial materials, and letters. |
| 10 | editor | Specify the steps taken in each round for article selection. | Metnod | Revise | NA | Chad | NA | A figure explain search term evaluation procedure added | figure1 |
| 11 | editor | You may move the "Structural and Compositional Characteristics of PA Research" section to the method section with a different title because it is as if you described the sample. | Analytics | Revise | Move to method section | NA | NA | applied | Whole section moved under method |
| 12 | editor | In addition, consider condensing the description in this section. This will require you to omit RQ1. Otherwise, a stronger rationale for RQ1 is needed in the introduction section. | Analytics | Revise | Move to analytics under method | NA | NA | applied | RQ1 ommitted |
| 13 | editor | Create a standalone data analysis section within the method section | Analytics | 7 | NA | NA | NA | applied | Method section |
| 14 | editor | Explain the language criteria for article selection | Analytics | Revise | NA | Chad | Add language criteria | We updated a sentence regarding our initial search to emphasize that we exclusively focused on English literature. This means that our search specifically targeted literature written in the English language. | First, we started a preliminary search using seed keywords related to analytics, assessments, and measurement of people in organizational contexts that written in English. |
| 15 | editor | Provide the number of articles related to each topic identified | Analytics | Response | NA | Chad | NA | The LDA/STM topic model is a useful tool for uncovering hidden topics within articles by utilizing probability calculations. It determines the likelihood of multiple dominant topics appearing in an article and calculates the probability of each identified topic occurring throughout the article. However, it is currently not feasible to accurately determine the exact number of articles related to each specific topic. In the best-case scenario, we can potentially provide suggestions regarding the top five dominant topics per article or identify the dominant topic that exceeds a certain occurrence probability threshold. Nevertheless, it's important to note that the distribution of probabilities for some topics may be heavily skewed. Furthermore, there is no widely agreed-upon consensus or established method for determining the appropriate threshold level to apply in these suggestions. | NA |
| 16 | editor | Include a measure of purity for the clustering model | Analytics | Response | NA | Chad | NA | Purity measures, which are commonly used in supervised machine learning approaches with benchmark datasets, typically rely on mutual information. These measures are particularly employed in tree regression and clustering methods. However, when it comes to hierarchical clustering, which is a distance-based clustering approach, purity measures are not commonly utilized. Instead, other evaluation measures such as the elbow method, average silhouette method, and gap statistic method are considered more suitable for assessing hierarchical clustering. Additionally, no bibliometrics study to date has reported on the usage of these evaluation measures. Therefore, in addition to considering the characteristics of the special issue and journal, there arises a question as to whether we should include information about these evaluation methods and their corresponding processes in our report. | NA |
| 17 | editor | Explain how centrality and impact of clusters were measured and specify the centrality metrics used | Analytics | Revise | NA | Chad | Add explanation in note for the figure | The x-axis represents the cluster centrality, which is measured using Callon's Centrality index. On the other hand, the y-axis represents the cluster impact, which is measured using the Mean Normalized Local Citation Score (MNLCS). The Normalized Local Citation Score (NLCS) of a document is determined by dividing the actual count of citations from local sources by the expected citation rate for documents published in the same year. This calculation allows for a fair comparison of citation impact across different documents, accounting for the varying expected citation rates based on the publication year. | NA |
| 18 | editor | Clarify the reasons for selecting topic modeling analysis alongside bibliocoupling and hierarchical clustering | Analytical Techniques | Revise | NA | Chad | Add contents about why we applied three method | When conducting a scoping review, topic modeling, bibliocoupling, and hierarchical clustering are essential techniques, each providing a unique lens to comprehend and organize a large body of literature. Topic modeling, such as Latent Dirichlet Allocation (LDA), is a statistical model that identifies the "topics" of a collection of documents. In the context of a scoping review, it is crucial to distinguish the predominant themes across the selected literature. Typically, a scoping review aims to assess the scope and depth of the existing literature on a specific topic. Utilizing topic modeling, researchers can efficiently highlight key themes and trends. Bibliocoupling, which assesses the relatedness between articles based on their shared references, complements topic modeling. This technique enables researchers to identify clusters of closely related articles, which they can then analyze to determine the subtopics or themes they represent. By identifying segments of literature that share references during a scoping review, researchers can infer that these groups may be addressing similar research questions or topics, thereby establishing a deeper level of comprehension. Hierarchical clustering offers a way to organize the identified themes or topics visually. As a type of cluster analysis, it seeks to construct a hierarchy of clusters by providing a visual representation, such as a dendrogram, of the relationships between various research themes. By employing this methodology, researchers can comprehend the intricate relationships between various fields of study and identify overarching themes or trends. Consequently, integrating these three methods in a scoping review provides a comprehensive, systematic approach to dissecting and organizing vast amounts of literature. With topic modeling illuminating key themes, bibliocoupling demonstrating the relationship between various articles, and hierarchical clustering visually representing the relationship between themes, researchers can gain an in-depth comprehension of the current state of research in a particular field. Combining these techniques provides an integrative method for comprehending the nuances and particulars of a particular field of study. | NA |
| 19 | editor | Explain whether these analyses are complementary or convergent | Analytical Techniques | Revise | NA | Chad | explained in issue ID 18 | Consequently, integrating these three methods in a scoping review provides a comprehensive, systematic approach to dissecting and organizing vast amounts of literature. With topic modeling illuminating key themes, bibliocoupling demonstrating the relationship between various articles, and hierarchical clustering visually representing the relationship between themes, researchers can gain an in-depth comprehension of the current state of research in a particular field. Combining these techniques provides an integrative method for comprehending the nuances and particulars of a particular field of study. | NA |
| 20 | editor | Include recent articles relevant to HRD, such as Ratnam & Devi (2023) | Analytical Techniques | ?? | NA | Yoon | Is it really necessary? Considering the literature that the editor suggest, I can't find any contribution or reason to add | NA | NA |
| 21 | editor | For readers who may not be familiar with technical terms, please kindly explain what some numbers mean (e.g., K=20 on p. 9). | Findings | Revise | NA | Chad | Add explanation | When determining the optimal number of topics (K), ~ The data suggested that a balance between these factors is achieved at K=20 (a model with 20 topics). | NA |
| 22 | editor | Map the identified clusters/themes to portray the landscape for PA in HRD. You have 20 topics that are grouped into four themes as well as 7 clusters. What do they do for HRD practice and research? There seems to be a lack of justification for having both. If it was to triangulate the findings, there needs to be a synthesized discussion. | Discussion | NA | NA | NA | NA | NA | NA |
| 23 | editor | Highlight clusters/themes relevant to HRD research AND practice. | Discussion | NA | NA | NA | NA | NA | NA |
| 24 | editor | Compare findings with other studies (e.g., Yoon & Chae, 2022) to identify convergences or divergences. | Discussion | NA | NA | NA | NA | NA | NA |
| 25 | editor | This study may give some guidance for HRD and PA research relevant to HRD. However, it is difficult to envision how the findings can be useful for HRD practice. Although you discussed some implications for HRD practice, the core content is not based on the main findings. This is a critical challenge. | Discussion | NA | NA | NA | NA | NA | NA |
| 26 | editor | Create the limitations section and address limitations along with its delimitation and methodological limitations | Discussion | NA | NA | NA | NA | NA | NA |
| 27 | editor | Split the “Implications for Future Research and Practice” section into “Implications for HRD Research,” “Implications for HRD Practice,” “Study Limitations,” and “Recommendations for Future Research.” | Discussion | NA | NA | NA | NA | NA | NA |
| 28 | editor | You proposed what PA should focus on. Please make it clear that your proposal is based on the findings and sufficiently covers the scope of HRD. Organizational effectiveness or organization development-related domains seem to be missing. This leads us to believe that perhaps leaving out the definitions of PA might be necessary. | Discussion | NA | NA | NA | NA | NA | NA |
| 29 | editor | Why do you need the definitions along with the new one to achieve the purpose of this study? How is it relevant to the research purpose or the RQs? You might need to introduce some of them in the introduction section in a concise manner. | Discussion | NA | NA | NA | NA | NA | NA |
| 30 | editor | Address APA format issues as Reviewer 1 raised. In addition, italicize the journal titles. | APA | NA | NA | NA | NA | NA | NA |
| 31 | editor | Clearly articulate the significance of your work and how it advances the field of HRD (see Reviewer 2’s comments and item #1 above.) | ETC | NA | NA | NA | NA | NA | NA |
| 32 | reviewer1 | I believe that there is a need for this research topic to explore the boundaries and scope of PA research in HRD. However, the introduction section fails to effectively narrow down the research focus and establish a compelling problem statement for conducting this research in the field of HRD. ~~ However, the third paragraph (from Line 51-55 on Page 1 to Line 3-27 on Page 2) introduces diverse while disconnected points. It starts by removing the context and addressing concerns mainly about PA, then introduces different terms related to PA and argues for the need to clarify the definition of PA. This need, though, is not directly tied to the research question but is later addressed in the discussion section. The third paragraph concludes by mentioning increasing emphasis of PA in “HRM.” The context switch is indeed abrupt and disrupts the logical flow of the text. I suggest that the author reorganize these points to develop a coherent logical flow and frame a compelling problem statement specifically situated in the field of HRD. | Introduction | NA | NA | NA | NA | NA | NA |
| 33 | reviewer1 | Additionally, the fourth paragraph (Line 29-50, Page 2) in the introduction section repeats the concerns and challenges of PA, circling back to the initial point in the third paragraph. | Introduction | NA | NA | NA | NA | NA | NA |
| 34 | reviewer1 | Furthermore, on Page 2, Lines 3-6, it is stated, "Despite these concerns, the PA scholar community has established some consensus about terms and methods." However, the statement is followed by a list of different PA-related terms while did not exemplify any PA methods. I recommend that the authors cite Yoon (2018, 2021) as mentioned in the second paragraph to provide examples of common PA methods to provide supporting information to the statement. | Introduction | NA | NA | NA | NA | NA | NA |
| 35 | reviewer1 | In the last paragraph of the introduction section, there is a limited discussion of the methods employed. I recommend that the authors develop a standalone method section to provide more detailed explanations of the methods used in the study. This will enable readers to understand how the measures were computed, interpret the reported matrices, and comprehend how the study arrived at its findings. | Introduction | NA | NA | NA | NA | NA | NA |
| 36 | reviewer1 | In Line 34-35, Page 5, it is stated, "After the third round, a total of 173 articles were retrieved." However, the authors did not provide sufficient information regarding the process followed in each round, including the criteria used for inclusion/exclusion and the specific method of reviewing the articles to make selection decisions. The authors should outline the steps taken in each round to allow readers to better understand the selection process and evaluate the reliability and validity of the data collection process. | Method | NA | NA | NA | NA | Inclusion and exclusion criteria added | The fundamental principle of our inclusion criteria is to select research articles that are relevant to HR (Human Resources) and people analytics, and specifically focus on applied elements that are of concern to HRD (Human Resource Development). We defined our inclusion criteria through a combination of carefully chosen keywords. During the screening process, we made the decision to exclude supplementary formats such as front matter, which includes elements like prefaces or acknowledgments. Furthermore, we chose to include only research articles, which resulted in the exclusion of book reviews, editorial materials, and letters. |
| 37 | reviewer1 | In the "Structural and Compositional Characteristics of PA Research" section, starting from Page 6, Line 45, the authors provide a descriptive analysis of the data related to authors, journals, and geographical origin of the selected articles. To enhance the organization and clarity of presentation, I recommend that the authors create subheadings for each of these aspects. | Findings | NA | NA | NA | NA | Covered by ID 11,12,13 | NA |
| 38 | reviewer1 | Regarding the analysis of geographical distribution, it is important to clarify the language criteria used for selecting the articles. If the articles were restricted to a specific language, such as English, it is possible that the analysis may not represent the actual level of interest from different countries. It may underestimate the representation of countries where English is not the primary language for scholarly publications. | Method | NA | NA | NA | NA | Covered by ID 12 | NA |
| 39 | reviewer1 | For topic modeling, I suggest the authors provide the number of articles related to each identified topic. It can help readers gain a better understanding of the relative importance and coverage of different topics and themes in the literature. | Method | NA | NA | NA | NA | Covered by ID 15 | NA |
| 40 | reviewer1 | For clustering analysis, it would be helpful for the authors to include a measure of purity to assess the performance and validity of the clustering model. | Method | NA | NA | NA | NA | Covered by ID 16 | NA |
| 41 | reviewer1 | Moreover, in addition to the previous point, the authors should provide a clear explanation of how the centrality and impact of the clusters were measured (Table 3), specifying the specific centrality metric(s) employed in their analysis, for example, is it based on degree centrality, betweenness centrality, closeness centrality, or eigenvector centrality? | Method | NA | NA | NA | NA | Covered by ID 17 | NA |
| 42 | reviewer1 | If bibliocoupling and hierarchical clustering can also identify topics and themes and even provide quantifiable measures, why topic modeling analysis is needed? Do they tell different stories or do the two analyses results converge? The authors should provide a justification for the selection of topic modeling analysis alongside bibliocoupling and hierarchical clustering. It is important to clarify whether these different analyses tell distinct stories or if their results converge. | Method | NA | NA | NA | NA | Covered by ID 18,19 | NA |
| 43 | reviewer1 | In Line 24-27, Page 21, it is mentioned, "There is a growing interest in artificial intelligence (AI) and data analytical approaches in the HRD scholar community." However, the stand-out theme related to AI was not mentioned in the findings section. | Findings | NA | NA | NA | NA | NA | NA |
| 44 | reviewer1 | In Line 40-45, Page 21, it is mentioned that the current summary does not include any related HRD articles published in the four HRD journals sponsored by the Academy of Human Resource Development. I would like to refer you to a recently published article by Ratnam & Devi (2023) in HRDI: Ratnam, D. S., & Devi, V. R. (2023). Addressing impediments to HR analytics adoption: guide to HRD professionals. Human Resource Development International, 1-10. | Findings | NA | NA | NA | NA | NA | NA |
| 45 | reviewer1 | The identified clusters/themes in the analysis can be mapped to portray a landscape for PA in HRD specifically, as promised in the research purpose. The authors can present a comprehensive landscape by highlighting the clusters/themes that align with HRD research and practice. This can be done by providing a summary of each relevant cluster/theme and explaining how it relates to HRD. For example, if a cluster/theme is focused on training and development practices in organizations, it can be highlighted as relevant to HRD's role in facilitating learning and skill development. | Findings | NA | NA | NA | NA | NA | NA |
| 46 | reviewer1 | Additionally, the authors can compare the findings of their study with the results of Yoon & Chae (2022) to identify any overlapping clusters/themes or areas of convergence. This can provide insights into the consistency or divergence of findings across different studies, enriching the understanding of the PA landscape in the context of HRD: Yoon, S. W., & Chae, C. (2022). Research topics and collaboration in human resource development review 2012–2021: A bibliometrics approach. Human Resource Development Review, 21(1), 24-47. | Discussion | NA | NA | NA | NA | NA | NA |
| 47 | reviewer1 | The first paragraph on Page 1 should be indented. | APA | NA | NA | NA | NA | Applied | NA |
| 48 | reviewer1 | The spacing between paragraphs should be double-spaced throughout the document. Don't add extra space between paragraphs or sections. | APA | NA | NA | NA | NA | Paragraph spacing before and after has fixed | NA |
| 49 | reviewer1 | When it comes to table titles in APA format, they should be in title case (capitalize the first letter of each significant word). | APA | NA | NA | NA | NA | Fixed | NA |
| 50 | reviewer1 | For Level 3 headings in APA format, they should be formatted as flush left, boldface, italicized and the first letter of the first word and the first letter of all major words in the heading are capitalized. The paragraph text should begin on the following line indented. Make sure the formatting of the Level 3 headings is consistent on pages 12 and 13. | APA | NA | NA | NA | NA | Fixed | NA |
| 51 | reviewer2 | I agree with the authors that there is potential value in such analyses as people analytics grows, and as we seek to understand linkages to HRD. However, in all candor, I am not seeing the value added of this study at this time. Some good ideas and studies are presented in pages 23-27, and yet I am not seeing how this study necessarily advances the topic of "people analytics and HRD." The results in Tables 1-3 are not terribly interesting. | Overall | NA | NA | NA | NA | NA | NA |
| 52 | reviewer2 | I commend the authors for a strong set of references. | Overall | NA | NA | NA | NA | NA | NA |