Dear Author,

I refer to your submission of an article titled, "Implementing ethical codes at workplace: A Discussion on the Factors of the Enforcement, Employee Awareness and Understanding", Manuscript ID. JSSH-1169-2014 submitted for intended publication in JSSH as a regular paper.

I am pleased to tell you that your paper has already been anonymously peer-reviewed independently by reviewer(s) for clarity, technical approach and scientific validity by experts specific in the area of your paper. I would like to emphasize that reviewers often include suggestions for strengthening the manuscript.

I enclose herewith the copy of your manuscript together with the comments from the reviewer(s) (softcopies attached). The comments from the reviewer(s) are provided on the "Referee's Evaluation (Comments)" form and where the comments are also provided on the manuscript, if applicable. Please ensure that you examine the comments thoroughly given by all the reviewers and make the necessary revision in accordance with these comments.

Be sure to use a red font where changes have been made to the manuscript so the Editor and reviewers will be able to spot the changes. You should also provide a table containing point by point responses to the comments provided by each reviewer (see sample in the attached file).

Should you have any rebuttal to the comments made by any of the reviewers, please provide a detailed account of how you have responded to the peer review comments.

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