Dear Professor Satish Kumar:

I am pleased to accept your Article, "High-Performance Work Systems and Organizational Performance Across Societal Cultures" for publication in the Journal of International Business Studies, based on the recommendation of JIBS Editor Wayne Cascio. Congratulations! The comments from the Editor are included at the bottom of this letter.

To complete the process and finalize the paper for forwarding to the publisher for typesetting, we would like to ask you to complete the attached checklist. Then the final version of your paper should be sent directly to Managing Editor Anne Hoekman (managing-editor@jibs.net).

JIBS’ publisher operates an advanced online publication system whereby your paper will be published in its final and fully citable form on our website (http://link.springer.com/journal/41267/onlineFirst/page/1) before it appears in print. You will be provided with more information on the publication timeline when you return your final version to the Managing Editor.

Finally, note that you have the opportunity to have your accepted manuscript published Open Access (if it is an appropriate peer-reviewed article type: Article, Perspective, Research Note) as part of the Palgrave Open Access initiative. On payment of an Article Processing Charge your article would be made available to non-subscribers immediately upon publication. Palgrave Open articles are made freely available online and can be freely redistributed under a choice of Creative Commons licenses. Full details are available at http://www.palgrave.com/gp/journal-authors/open-access-in-palgrave-macmillan-journals/10777204.

If you want to consider this option the publisher will need to know as soon as possible and ideally within 2 working days of receipt of this message. Please contact Managing Editor Anne Hoekman for more information.

If you are not seeking Open Access publication, you will be requested to sign a standard Copyright Assignment Form instead before it can be published. The publisher will send an email message asking you to fill out this form and other pre-publication queries within a few weeks of receiving your final version.

Thank you for your fine contribution. I look forward to seeing this paper in a forthcoming issue of JIBS.

Sincerely,

Alain Verbeke
Editor-in-Chief, Journal of International Business Studies
I have read carefully the authors' responses to the 9 issues in my letter of 8-26-19 as well as their responses to the reviewer. In my opinion, the authors have clearly and thoroughly addressed each issue and the paper is now ready for publication in JIBS. I expect it to be cited widely, given the broad scope of the study and its implications. Congratulations!