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| Name of author(s) | Tomasz Ingram |
| Title of reviewed paper | **Relationships between talent management and organizational performance: The role of climate for creativity** |
| Date of submission | 2016 01 19 |
| Date of the due revision | 2016 06 17 |

**Author’s Statement**

I have read all reviews vary carefully and have tried to do my best to increase the quality of the paper by including the following changes into my original paper:

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| **Tha changes requested by the reviewer(s), which have been made:**  **(Please provide the brief enumaration of changes you applied in the papper)** |
| I did my best to address all the issues raised by reviewers, and I would like to thank all the reviewers for their valuable comments and suggestions. I did my best to address all of these issues, and that is why it took me so long to correct the paper. I made several changes to the paper, namely:  1. Added keywords,  2. Put the aim and hypotheses to the methodological part  3. Presented my research approach in the introduction briefly describing the text that follows  4. Improved conclusions with limitations and implications for practice  5. Corrected references  6. Prepared the version of the model in the word file while MPlus does not offer possibilities to edit files  7. Explained my statistical standpoint in the limitations  I believe this answers all the reviewers remarks and suggestions. |
| **The suggested corrections by the reviewer(s), which – as the author – I don’t agree:**  **(Please provide the brief justification, why you didn’t include these remarks)** |
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| **Other changes which have been made and changed the original version of the paper:**  **(Please provide the brief enumaration of changes you applied in the papper)** |
| I have added two sources that were published by me – there were blank spaces in the text in which I put references into. |