From:

agunasekaran@csub.edu

To:

yugowati@ppns.ac.id, yugowatip@ppns.ac.id

CC: Subject:

Benchmarking: an International Journal - Decision on Manuscript ID BIJ-05-2020-0232

**Body:** 11-Dec-2020

Dear Dr. Praharsi:

Manuscript ID BIJ-05-2020-0232 entitled "Supply Chain Performance at Traditional Shipyard in Indonesia" which you submitted to the Benchmarking: an International Journal, has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter.

The reviewer(s) have recommended publication, but also suggest some revisions to your manuscript. Therefore, I invite you to respond to the reviewer(s)' comments and revise your manuscript.

To revise your manuscript, log into https://mc.manuscriptcentral.com/bij and enter your Author Centre, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

You will be unable to make your revisions on the originally submitted version of the manuscript. Instead, revise your manuscript using a word processing program and save it on your computer. Please also highlight the changes to your manuscript within the document by using the track changes mode in MS Word or by using bold or coloured text. Once the revised manuscript is prepared, you can upload it and submit it through your Author Centre.

When submitting your revised manuscript, you will be able to respond to the comments made by the reviewer(s) in the space provided. You can use this space to document any changes you make to the original manuscript. In order to expedite the processing of the revised manuscript, please be as specific as possible in your response to the reviewer(s).

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Once again, thank you for submitting your manuscript to the Benchmarking: an International Journal and I look forward to receiving your revision.

Sincerely, Prof. Angappa Gunasekaran Editor, Benchmarking: an International Journal agunasekaran@csub.edu

Associate Editor and Reviewer(s)' Comments to Author:

Associate Editor
Comments to Author::

(There are no comments.)

Reviewer: 1

Recommendation: Major Revision

Comments:

(There are no comments.)

#### Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes there is some originality on this article **but the research significance needed to be justified**. **For instance why traditional shipyard lack of supply chain performance metrics assessments.** 

- 2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any signficant work ignored?: Literature review is not convincing either. Supply chain performance measurement theme are very matured and therefore sufficient discussion along the length and depth are required to identify the gaps. Likewise review on SCOR model. Section based on reliability, flexibility and responsiveness need revamping. A complete reorganization is required in literature review section.
- 3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Methodology seems to be improperly discussed in the paper. The author grounded the work on SCOR model, however i do not see any of the SCOR based numbering for Plan, Source, Make, Deliver, return and Enable aspects. Likewise the level of analysis for lever 2 and level 3 are not properly revealed and Justified. There is a clear lack of methodological rigor in the paper.
- 4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: **Results are convincing.**, **however i suggest the author to benchmark the findings with any best in class providers.**
- 5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? **Does the paper bridge the gap between theory and practice?** How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? **What is the impact upon society** (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Need to be justified properly. Likewise **the contribution to the SCOR and supply chain performance body of knowledge are needed to be discussed.**
- 6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Acceptable.

Reviewer: 2

Recommendation: Reject

Comments:

(There are no comments.)

#### Additional Questions:

- 1. Originality: Does the paper contain new and significant information adequate to justify publication?: The paper is not proposing any new addition to the existing literature. The paper discusses a case relating to the supply chain performance of a shipyard. So, the replicability of the results is limited. Although the authors applied SCOR metrics, they failed to highlight the novelty of the work.
- 2. Relationship to Literature: **Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources?** Is any signficant work ignored?: The references seem to be limited. The cited references are more general and authors try to relate these references to the topic of discussion.

- 3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: The manuscript can improve the analysis by including different levels of SCOR metrics. So that, the authors can identifies the root problem and able to suggest the improvements.
- 4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: **Result has presented poorly. The analysis is limited to a comparison with a benchmarking SCORE matrix. The authors failed to identify the root problem.** A thorough discussion of the result is recommended.

  The statement given in page number 11 (line 11 -16) is as follows: "Moreover, the relationship between the owner of the shipyard and the customer is close enough, so that contracts are only made based on the principle of trust in each other. Besides, the limitation of dockyard and manufacturing devices, and slow regeneration of human capital are other barriers to fulfill the customer order". **More justification needed for this statement.**
- 5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: **Recommend to include implications for theory and implications for practice.**
- 6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: **Novelty and contribution of the manuscript is questionable.** Also, the paper is poorly written. **Typo and grammatical errors found in the manuscript**. Some instances are given here: Page 5 lines 43-52 (recommended to rephrase the statement); page 6 lines 13-14 (rephrase the sentence); Page8 line 29 (typo error); Page no. 9 line 5 (rephrase the sentence); Page 10 lines 22, 26 (typo error); Page 10 lines 44-48 (rephrase the sentence)

DEADLINE: 11-Mar-2021

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https://mc.manuscriptcentral.com/bij?URL\_MASK=dd2c01720f504e6aa21fa942bf72c6ae **Date Sent:** 11-Dec-2020

# Responses to the Editor and Reviewers' Comments

We appreciate the excellent services from the Editor and the reviewers of Benchmarking: An International Journal. We have revised the manuscript according to the suggestions made by the editor and reviewers. All the revised sentences are coloured blue. We hope this revised version can satisfy all the respected anonymous reviewers. The point by point reply to the comments are listed below:

Associate Editor and Reviewer(s)' Comments to Author:

Associate Editor Comments to Author:: (There are no comments.)

Reviewer: 1

Recommendation: Major Revision

Comments:

(There are no comments.)

#### Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes there is some originality on this article but the research significance needed to be justified. For instance why traditional shipyard lack of supply chain performance metrics assessments.

Our Response: Thank you for your constructive comments. We have already added new section, which is Section 2.4, for further explain about the novelty of the new method we proposed in this study. We basically added 2 different SCOR metrics to be suitably used in the traditional shipbuilding industry, they are SPI (Schedule Performance Index) and CPI (Cost Performance Index). The traditional shippard lack of supply chain performance metrics assessments because this project is based on engineering to order. Meanwhile, most of the SCOR literatures are not based on engineering to order. In this study, we have summarized SCOR literatures for engineering to order and shipbuilding industry in Table III for the last ten years.

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: Literature review is not convincing either. Supply chain performance measurement theme are very matured and therefore sufficient discussion along the length and depth are required to identify the gaps. Likewise review on SCOR model. Section based on reliability, flexibility and responsiveness need revamping. A complete reorganization is required in literature review section.

Our Response: Thank you for your concern. We have revised this case by adding more relevant papers in Section 2.3, highlighted in blue. We also have narrowed the scope of reference paper into Engineering-to-Order (ETO) project, since this type of project is most likely in line with the shipbuilding project.

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Methodology seems to be improperly discussed in the paper. The author grounded the work on SCOR model, however i do not see any of the SCOR based numbering for Plan, Source, Make, Deliver, return and Enable aspects. Likewise the level of analysis for lever 2 and level 3 are not properly revealed and Justified. There is a clear lack of methodological rigor in the paper.

Our Response: Many thanks for your valuable comments. Changes have been made accordingly. Please see the manuscript changes highlighted in blue. SCOR process level 2 are explained in section 4.1.3. Those process are obtained from brainstorming with some experts in traditional shipbuilding industry. However, the return aspect didn't include in this paper because ship production categorize as Engineer-To-Order which is the product based on customer requirement starting from the design stage, and customer couldn't return the ship that already produced. Meanwhile, SCOR level 3 are explained in section 4.1.4. In level 3, we only explained "Make Engineering-To-Order", because based on the biggest opportunity calculation the problem was the high production cost, so we try to breakdown the process in 'make' to analyze the process deeper.

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Results are convincing., however i suggest the author to benchmark the findings with any best in class providers

Our response: Thank you for the constructive comments. We used benchmarking data/supply chain SCORcard from the literature of Bolstorff and Rosenbaum (Supply chain excellence: a handbook for dramatic improvement using the SCOR model, 2003); Harrison, A and van Hoek, R (Logistics management and strategy: competing through the supply chain, 2002) and Institute of logistics and warehousing, Aina, Technological Centre (SCOR: supply-chain reference model).

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Need to be justified properly. Likewise the contribution to the SCOR and supply chain performance body of knowledge are needed to be discussed.

Our Response: Thank you for the constructive comments. We have already added a new section to concisely explain about theoretical implications to the SCOR and supply chain performance body of knowledge in Section 5.

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Acceptable.

Our response: Thank you for your valuable comment

Reviewer: 2

Recommendation: Reject

Comments:

(There are no comments.)

### Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: The paper is not proposing any new addition to the existing literature. The paper discusses a case relating to the supply chain performance of a shipyard. So, the replicability of the results is limited. Although the authors applied SCOR metrics, they failed to highlight the novelty of the work.

Our response: Thank you for your constructive comments. We have already added a new section, which is Section 2.4, for further explain about the novelty of the new method we proposed in this study. We basically added 2 different SCOR metrics to be suitably used in

the traditional shipbuilding industry, they are SPI (Schedule Performance Index) and CPI (Cost Performance Index). We also discussed some of metrics in SCOR that cannot be used for the performance measurement of traditional shippard in Section 4.1.2. Finally, our proposed metrics can be used to measure the performance in other traditional shippard as well.

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any signficant work ignored?: The references seem to be limited. The cited references are more general and authors try to relate these references to the topic of discussion.

Our Response: Thank you for your valuable comments. We have revised this case by adding more relevant papers in Section 2.3, highlighted in blue. We also have narrowed the scope of reference paper into Engineering-to-Order (ETO) project, since this type of project is most likely in line with the shipbuilding project. As for the supply chain performance measurement, we have added two different tables regarding: 1) the measurement of supply chain performance (SCP) in Table II and 2) the supply chain operations reference (SCOR) model implementation in ETO project in Table III. If we only input the paper which has "shipbuilding" as the research's object, there will be not much paper to be referred, particularly the traditional shipbuilding industry.

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: The manuscript can improve the analysis by including different levels of SCOR metrics. So that, the authors can identifies the root problem and able to suggest the improvements.

Our response: : Many thanks for your constructive comments. We have revised it accordingly. Please see the manuscript changes highlighted in blue. Different levels of SCOR metrics have been analysed more deeply in Section 4.1.2 (level 1), 4.1.3 (level 2), 4.1.4 (level 3). Based on analysis, the biggest gap and opportunities are Cost of Goods (in Table V), which showed that the shipyard spent more production costs. We have added root cause analysis using fishbone in Section 4.1.4 consist of 6 categories, these are man, machine, material, method, measurement and environment. Furthermore, we also suggest some improvements of dominant problems in Section 4.1.4 (in Table X).

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Result has presented poorly. The analysis is limited to a comparison with a benchmarking SCORE matrix. The authors failed to identify the root problem. A thorough discussion of the result is recommended. The statement given in page number 11 (line 11 -16) is as follows: "Moreover, the relationship between the owner of the shipyard and the customer is close enough, so that contracts are only made based on the principle of trust in each other. Besides, the limitation of dockyard and manufacturing devices, and slow regeneration of human capital are other barriers to fulfill the customer order". More justification needed for this statement.

**Our response:** : Many thanks for your valuable comments. We have revised it accordingly. Please see the manuscript changes highlighted in blue. SCOR metrics has been analysed more deeply in Section 4.1.2; 4.1.3; 4.14. Based on analysis, the biggest gap and opportunities performance is Cost of goods sales (in Table V). We have added fishbone to analyse root cause in Figure in 6 consist of 6 categories, these are man, machine, material, method, measurement and environment. Further discussion related root cause has been added in Section 4.1.4.

Furthermore, we have discussed about the statement "Moreover, the relationship between the owner of the shipyard and the customer is close enough, so that contracts are only made based on the principle of trust in each other" and we decided to move that statement into delivery

performance metric because that reason more in line with delivery performance metric in page 21. The justification already made for the statement "besides, the limitation of dockyard and manufacturing devices, and slow regeneration of human capital are other barriers to fulfil the customer order" In page 21.

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Recommend to include implications for theory and implications for practice.

Our Response: Thank you for the constructive comments. We have already added new section to concisely explain about the practical and theoretical implications in Section 5.

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Novelty and contribution of the manuscript is questionable. Also, the paper is poorly written. Typo and grammatical errors found in the manuscript. Some instances are given here: Page 5 lines 43-52 (recommended to rephrase the statement); page 6 lines 13-14 (rephrase the sentence); Page8 line 29 (typo error); Page no. 9 line 5 (rephrase the sentence); Page 10 lines 22, 26 (typo error); Page 10 lines 44-48 (rephrase the sentence)

Our response: Thank you for the constructive comments. The novelty and contribution have been clearly stated on the comment' response in number one. In addition, the grammatical error have been corrected.

DEADLINE: 11-Mar-2021

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From: agunasekaran@csub.edu To: weehm@cycu.edu.tw

CC:

Subject: Benchmarking: an International Journal - Decision on Manuscript ID BIJ-05-2020-0232.R1

**Body:** 03-Apr-2021

Dear Prof. Wee:

Manuscript ID BIJ-05-2020-0232.R1 entitled "Supply Chain Performance at Traditional Shipyard in Indonesia" which you submitted to the Benchmarking: an International Journal, has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter.

The reviewer(s) have recommended publication, but also suggest some minor revisions to your manuscript. Therefore, I invite you to respond to the reviewer(s)' comments and revise your manuscript.

To revise your manuscript, log into https://mc.manuscriptcentral.com/bij and enter your Author Centre, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

You will be unable to make your revisions on the originally submitted version of the manuscript. Instead, revise your manuscript using a word processing program and save it on your computer. Please also highlight the changes to your manuscript within the document by using the track changes mode in MS Word or by using bold or coloured text.

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Once again, thank you for submitting your manuscript to the Benchmarking: an International Journal and I look forward to receiving your revision.

Sincerely, Prof. Angappa Gunasekaran Editor, Benchmarking: an International Journal agunasekaran@csub.edu

Associate Editor and Reviewer(s)' Comments to Author:

Associate Editor Comments to Author::

ΔF

I have received one report. After careful review, I believe this is an excellent read from the practitioners perspective. However, I suggest authors to review some recent works published in the BIJ on SCM performance measures. Currently literature review is old and doesn't help readers to understand how emerging technologies have influences SCM measures.

Reviewer: 1

Recommendation: Minor Revision

Comments: Dear Authors.

Thank you for the revision.

I have completed my evaluation of the manuscript ID BIJ-05-2020-0232.R1, titled: Supply Chain Performance at Traditional Shipyard in Indonesia. After reviewing both versions of the manuscript along with the response sheet, I have made my comments as detailed. Overall, the authors have done a good job in revising the manuscript appropriately. However, I wish the authors could still revise the abstract according to my suggestion to appear better for readers. I recommend accepting the manuscript following a minor revision. Thank you.

#### Additional Questions:

- 1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes the revised paper looks good in terms of clarity and originality. Authors have addressed critical comments that are raised during the previous round of review. My only concern remains on the abstract. The abstract should be improved in terms of clearly pointing the research design and the process employed. Likewise, in the abstract the major findings should be clearly shown for readers. I am not convinced the current design of abstract.
- 2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any signficant work ignored?: Yes the revised paper demonstrated sufficient discussion on previous literature on ship building process and the SCOR indicators. Length and depth of supply chain performance literature has been studied to justify the demonstration. Missing articles have been cited in this revised submission.
- 3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: The revised paper very much better in terms of methodology. Authors have improved the SCOR model level 1-3 by means of adding new figures and discussions. They are rightly designed.
- 4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Yes results are adequately discussed in this revised version. I have no further comments for the authors.
- 5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes,

affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Yes the revised version seems to be consistent with the findings and conclusions. Should be fine.

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Quality of communication has been improved. Errors and Jargons have been rectified. This version is acceptable after improving the abstract as indicated above.

DEADLINE: 17-Apr-2021

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Date 03-Apr-2021

# Our responses to the Associate Editor and Reviewer(s)' Comments:

## **Comments from Associate Editor:**

I have received one report. After careful review, I believe this is an excellent read from the practitioners' perspective. However, I suggest authors to review some recent works published in the BIJ on SCM performance measures. Currently literature review is old and doesn't help readers to understand how emerging technologies have influences SCM measures.

*Our Response*: We appreciate the AE you for the encouraging comments. We have added several recent and relevant articles from the *Benchmarking: An International Journals* for year 2010-2021.

## **Comments from Reviewer#1**

Recommendation: Minor Revision

Comments:

Dear Authors.

Thank you for the revision.

I have completed my evaluation of the manuscript ID BIJ-05-2020-0232.R1, titled: Supply Chain Performance at Traditional Shipyard in Indonesia. After reviewing both versions of the manuscript along with the response sheet, I have made my comments as detailed. Overall, the authors have done a good job in revising the manuscript appropriately. However, I wish the authors could still revise the abstract according to my suggestion to appear better for readers. I recommend accepting the manuscript following a minor revision. Thank you.

# Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes the revised paper looks good in terms of clarity and originality. Authors have addressed critical comments that are raised during the previous round of review. My only concern remains on the abstract. The abstract should be improved in terms of clearly pointing the research design and the process employed. Likewise, in the abstract the major findings should be clearly shown for readers. I am not convinced the current design of abstract.

*Our Response*: Thank you for the positive comments. We have revised our abstract to describe the research design, the process and the major findings of the paper.

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: Yes the revised paper demonstrated sufficient discussion on previous literature on ship building

process and the SCOR indicators. Length and depth of supply chain performance literature has been studied to justify the demonstration. Missing articles have been cited in this revised submission.

# Our Response: Thank you for the encouraging comments.

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: The revised paper very much better in terms of methodology. Authors have improved the SCOR model level 1-3 by means of adding new figures and discussions. They are rightly designed.

# Our response: Thank you for your positive comments.

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Yes results are adequately discussed in this revised version. I have no further comments for the authors.

## Our response: Thank you for your valuable comments.

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Yes the revised version seems to be consistent with the findings and conclusions. Should be fine.

### Our response: Thank you for your positive comments.

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Quality of communication has been improved. Errors and Jargons have been rectified. This version is acceptable after improving the abstract as indicated above.

Our response: Thank you for your constructive comments. Our abstract has been revised according to the reviewer's suggestions.

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Journal Title

(hereafter known Benchmarking: an International Journal

as the "Journal"):

Article Title

(hereafter known Supply chain performance for a traditional shipbuilding industry in Indonesia

as the "Work"):

Title Dr.

Name Yugowati Praharsi

Job Title LECTURER

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