Thank you so much for your excellent ideas. We believe that the manuscript has been improved by following your suggestions. The revising parts of the manuscript are highlighted in red. Our responses to your suggestions and ideas are as follows:

**1. I suggest that authors to revise the title. “In hospitality” should be “in hospitality industry”.**

Response 1: Thank you. The title was changed from “hospitality” to “hospitality industry.”

**2. There are a lot of leadership types and different way to classify leadership. The authors should why responsible leadership plays an important role in hospitality industry.**

Response 2: This is a very important point and it is definitely an accurate observation.

The reasons for focusing on the effects of responsible leadership were elaborated upon and supported by the latest literature. The most important reason is that the managers in the hospitality industry are facing a complex set of stakeholder in today’s global business environment. These shareholders expect that responsible behavior will result in the effective allocation of firms’ resources to maximize profits; employees expect their supervisors to treat them with respect and to provide a good work-life balance; and the community regards as responsible those organizations that give back to the community and do not harm the environment (page 2).

**3. Authors mention supervisory leadership is key antecedents of employee well-being. Does supervisory leadership mean responsible leadership in line 60? If supervisory leadership doesn’t mean responsible leadership, please explain the reason why responsible leadership is critical to employee well-being in line 66.**

Response 3: The authors agree that greater accuracy with the responsible leadership concept is important. Supervisory leadership in line 60 means just that, supervisory leadership. The responsible leadership focus for supervisory leaders is discussed on lines 67-73.

**4. Please provide more background information of the respondents, such as respondents’ employers, the locations of respondents’ employers and so on.**

Response 4: Information on the employers of the respondents was added on page 8.

**5. The authors simply show the reliability of the scale. They need to provide validity data, such as AVE, to show the scale is valid.**

Response 5: Thank you and this suggestion is very important. The validity data was added including the loadings, AVEs and CRs (page 9).

**6. As mentioned by the authors, the data were collected form employees in hospitality business and a single source inevitably leads to common variance. I suggest that the authors should conduct test if CMV exists in research data.**

Response 6: Indeed, the CMV is very important. Control methods were applied in the survey process and data analysis. First, in the survey process, the questionnaires were randomly arranged. CFA was used to test for discriminant validity in the data analysis. The results showed that the CMV was acceptable (page 9).