



Investigating the Impact of Psychological Employee Empowerment on Job Embeddedness of Human Resources in National Sports Federations

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1. Round 1

1.1 Reviewer 1

Date: 03 March 2024

Reviewer:

"Psychological empowerment was measured using Spreitzer's Psychological Empowerment Instrument while job embeddedness was assessed using Mitchell et al.'s Job Embeddedness Questionnaire." - Include a brief description of these instruments' validity and reliability in previous studies.

"Using the Morgan and Krejcie table, a sample size of 269 participants was determined." - Provide a reference for the Morgan and Krejcie table and briefly explain its significance in sample size determination.

"Each item is rated on a 5-point Likert scale from 'Strongly Disagree' to 'Strongly Agree.'" - Justify the choice of a 5-point scale and discuss any potential limitations this may introduce.

"Pearson correlation analysis was conducted to examine the relationship between the dependent variable (employee empowerment) and each independent variable (job embeddedness and its subscales)." - Reconsider the definition of dependent and independent variables as typically job embeddedness would be dependent on employee empowerment.

"The demographic characteristics of the participants in this study were diverse reflecting the varied composition of employees within national sports federations." - Include a table summarizing the demographic characteristics for clearer presentation.

Elaborate on the interpretation of regression coefficients (B) and standardized coefficients (β) and their relevance to the study's hypotheses.

Authors revised the manuscript and uploaded the updated document.

1.2 Reviewer 2

Date: 04 March 2024

Reviewer:

"Empowerment is defined as the process of enhancing employees' sense of self-efficacy through the identification of conditions that foster powerlessness and through their removal by both formal organizational practices and informal techniques of providing efficacy information (Al-Hosam et al. 2016)." - Clarify how "formal organizational practices" and "informal techniques" specifically apply in the context of national sports federations.

"Transformational leadership, for example, fosters a work environment that promotes psychological empowerment and subsequently increases job satisfaction and embeddedness (Al-Hosam et al. 2016; D 2019)." - Ensure proper citation format for "D 2019". Verify and correct the reference.

"Job embeddedness on the other hand is a multi-dimensional construct that includes on-the-job and off-the-job factors." - Discuss how on-the-job and off-the-job factors specifically affect employees in national sports federations.

"Respondents rate each item on a 7-point Likert scale ranging from 'Strongly Disagree' to 'Strongly Agree.'" - Explain why a 7-point scale was used for this measure and how it compares to the 5-point scale used for job embeddedness.

"The findings of this study indicate a significant positive relationship between employee empowerment and job embeddedness among human resources in national sports federations." - Strengthen the discussion by comparing these findings with those from similar studies in other organizational contexts.

"The non-significant results for competence and self-determination in the regression model could be attributed to the overlapping variance explained by the other subscales as psychological empowerment is a multifaceted construct." - Suggest further investigation into why these subscales did not significantly predict job embeddedness.

Authors revised the manuscript and uploaded the updated document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.