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Strategies and Consequences of Developing Fluid Capacity of Human Resources in Maskan Bank

Majid. Kazeminasab¹, Behzad. Mashali²*

¹ PhD Student in Human Resource, Department of Public Administration, Roudhen Branch, Islamic Azad University, Roudhen, Iran
² Associate Professor, Department of Management, University of Science and Culture, Tehran, Iran

* Corresponding author email address: mashali@usc.ac.ir

Editor	Reviewers
Khaliquzzaman Khan®	Reviewer 1: Lourdes Atiaja Atiaja [®]
Associate Professor, School of	Universidad de las Fuerzas Armadas ESPE, Ecuador.
Business Administration, Al Dar	Email: natiaja@espe.edu.ec
University College, United Arab	Reviewer 2: Alireza Rajabipoor Meybodi
Emirates	Associate Professor, Department of Business Administration, Yazd University,
kaliquzzaman.khan@aue.ae	Yazd, Iran
	Email: Rajabipoor@yazd.ac.ir

1. Round 1

1.1. Reviewer 1

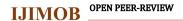
Reviewer:

- 1. The objectives of the study need clearer articulation to establish a strong foundation for the research.
- 2. Provide a more thorough rationale for the mixed-methods approach, explaining its appropriateness for this study.
- 3. Elaborate on the data collection techniques, especially the semi-structured interviews, and the questionnaire development.
- 4. Detail the sampling strategy and clarify the criteria for participant selection.
- 5. Explain the choice of statistical methods like LISREL and SPSS, and how they contribute to the research findings.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:



- 1. **Theoretical Framework and Hypotheses Development:** Expand on the theoretical framework and clearly articulate the hypotheses or research questions.
- 2. **Details of Research Instruments:** Provide more detail about the research instruments, including the development and validation of the questionnaire.
- 3. **Ethical Considerations:** Discuss the ethical considerations in greater detail, especially concerning data collection and participant confidentiality.
- 4. **Interpretation of Results:** Offer a deeper interpretation of the results, connecting them with the objectives of the study.
- 5. **Practical Implications:** Discuss the practical implications of the findings for human resource management in the banking sector.
- 6. **Recommendations for Bank Management:** Provide specific recommendations for bank management based on the study's findings.
- 7. **Formatting and Presentation:** Ensure that the article is well-formatted, including the proper presentation of tables, figures, and references.

Authors revised the manuscript.

2. Revised

Editor's decision after revisions: Accepted. Editor in Chief's decision: Accepted.

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