

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


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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.