

## Designing an Open Innovation Model for Human Resource Management in the Petrochemical Industry

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer: This original research article offers a valuable contribution to the field of HRM in the petrochemical industry. Enhancing the methodological details, expanding the literature review, and providing clearer results interpretation will strengthen its academic rigor and practical relevance.

- Literature Review:** Expand the literature review to include a broader range of sources and perspectives on open innovation in HRM.
- Clarification of Results:** Provide a clearer explanation and interpretation of the results, particularly how they relate to existing literature.
- Practical Implications:** Elaborate on the practical implications of the study for HRM in the petrochemical industry.
- Theoretical Framework:** Strengthen the theoretical framework underpinning the research.

Authors revised the manuscript.

## 1.2. Reviewer 2

Reviewer: The study provides significant insights into open innovation models for HRM in the petrochemical industry. Addressing the points related to sample representation, data analysis, and connection to existing literature will enhance the study's robustness and applicability.

1. **Sample Size Justification:** Provide a justification for the chosen sample size and its representation.
2. **Data Collection Details:** Elaborate on the data collection process and how the interviews were conducted.
3. **Analysis Techniques:** Clarify the techniques used for coding and analyzing the qualitative data.
4. **Connection to Existing Research:** Strengthen the connection between the study's findings and existing research in HRM and open innovation.
5. **Interpretation of Findings:** Provide a more in-depth interpretation of the findings in the context of the petrochemical industry.
6. **Ethical Considerations:** Discuss any ethical considerations relevant to the study.
7. **Formatting and Professional Presentation:** Address any formatting issues for a more professional presentation.
8. **Clarity in Conclusions:** Ensure that the conclusions are clearly stated and reflect the research findings.

Authors revised the manuscript.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.