

## Providing a Model of Informal Education to Improve Lifestyle

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The article mentions the use of a mixed-method approach but lacks specific details on the integration of qualitative and quantitative data in the analysis phase. It would strengthen the paper to elaborate on how these methodologies interact and influence the conclusions drawn.

The results section could benefit from a more detailed explanation of the statistical tests used. For example, the article could provide justification for the choice of confirmatory factor analysis and its appropriateness given the research design and data characteristics.

While the sampling method is described, the rationale behind the choice of sample size, especially in the qualitative phase (20 participants), is not clear. A more detailed justification based on theoretical saturation or data redundancy would enhance the reliability of the study.

The connection between the theoretical framework and the research question could be better delineated. It would be helpful to discuss how grounded theory specifically aids in developing the conceptual model for informal training to improve lifestyle.

The discussion could be improved by comparing the findings more directly with previous studies, particularly those that have also assessed informal training impacts on lifestyle improvement, to highlight what new insights this study offers.

The article should include a section that discusses the potential limitations of the research methods and findings. This could include potential biases in self-reported data and the generalizability of the results to other contexts or populations.

While the study presents a conceptual model, the practical implications for implementing these strategies in real-world settings are not fully explored. Discussing specific, actionable strategies that HR managers can adopt would be valuable.

The conclusion could be expanded to suggest specific areas for further research, such as examining the long-term impacts of the proposed training strategies or their effectiveness across different types of crises.

Authors revised the manuscript.

## 1.2. Reviewer 2

Reviewer:

The description of data collection tools, particularly the questionnaire, lacks detail. Providing examples of the questionnaire items or discussing how they were developed from the qualitative data would enhance transparency and reproducibility.

More detailed reporting of the reliability tests and validity assessments for the quantitative instruments is needed. Specifically, the article should report the values of Cronbach's alpha and any exploratory factor analysis results.

The article should include a more detailed description of the interview protocol used in the qualitative component, including the types of questions asked and how they were designed to probe the research questions.

While the article mentions that ethical standards were observed, it would benefit from a more thorough description of these practices, such as how informed consent was obtained and how participant confidentiality was ensured.

The article could provide more detail on how data from the interviews was coded and analyzed. Including specific examples of how themes were derived from the data would aid in understanding the analytical process.

The paper briefly mentions the demographics of participants, but a more comprehensive breakdown could help readers understand the context and relevance of the findings.

There are references to various tables and figures within the text, but some are not discussed in enough detail. Each table and figure should be explicitly discussed in the text to ensure they contribute effectively to the narrative.

Authors revised the manuscript.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.