




Identification and Evaluation of Components in the Optimization Model for Educational Management of Municipality Employees

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1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction would benefit from a clearer delineation of the specific research gap this study addresses. While the general importance of optimization is well-covered, the introduction lacks a focused problem statement. Please specify the unique contribution of your study in the context of existing literature.

Provide more detail on the structure and content of the semi-structured interviews. Including sample questions or themes explored during the interviews would improve the transparency and reproducibility of your research.

The discussion on reliability measures (e.g., test-retest reliability) is clear, but the method for selecting the sample interviews for reliability testing is not specified. Please clarify the criteria for selecting these interviews.

The table provides a good overview of the interview findings. However, integrating some of these results into the main text for a more narrative presentation would help readers better understand the context and significance of each factor.

While the KMO and Bartlett's test results are presented, a brief explanation of these tests and their importance in factor analysis would enhance the comprehensibility for readers who may not be familiar with these statistical methods.

The normality test results are crucial, but the interpretation of skewness and kurtosis values can be expanded. Explain why values within the range of -3 to 3 are considered acceptable and how they impact the subsequent analyses.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

Ensure that citations include page numbers when directly quoting sources. This enhances the credibility and traceability of your references.

The rationale for choosing a non-random purposive sampling method should be further elaborated. Discuss the advantages and limitations of this method in the context of your study and how it may impact the generalizability of your findings.

The factor loadings are well-documented. However, a visual representation, such as a path diagram, could help illustrate the relationships between the variables and the factors more clearly.

The discussion references numerous studies. To strengthen this section, explicitly state how your findings confirm or diverge from these previous studies. Highlighting specific similarities and differences will provide a deeper analysis.

The discussion on self-efficacy is insightful. Consider including a theoretical framework or model that connects your findings on self-efficacy with existing theories in organizational psychology.

Authors revised the manuscript.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.