

Development of a Career Path Planning Model for Essential and Key Human Resources (Case Study: Saipa Automotive Group Companies)

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1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction could benefit from a more precise articulation of the problem statement and research gaps. Specify the unique aspects of career path planning that this study addresses which are not extensively covered in existing literature.

The methodology section should provide more details on the survey design, including the questionnaire development process, pilot testing, and validation of the survey instruments, to strengthen the reliability and validity of the data collected.

While descriptive and inferential statistics are utilized, the manuscript would benefit from a more robust statistical analysis. Consider applying more advanced statistical techniques like multivariate analysis to explore deeper relationships between variables.

Increase the clarity in the presentation of results by using more visual aids like charts and graphs to depict key findings, especially the differences and correlations between the various dimensions of career path planning.

Expand the discussion section to include a comparison with other models from different industries to highlight the model's applicability and limitations, providing a broader context and relevance.

Authors revised the manuscripts.

1.2. Reviewer 2

Reviewer:

Refine the research objectives to be more specific regarding the expected outcomes and implications of the career path planning model, which will help in clearly aligning the research focus and analyses.

Provide a more detailed justification for the choice of data collection tools and the rationale behind the selected survey questions to ensure they comprehensively cover the constructs being measured.

Justify the choice of using second-order confirmatory factor analysis in greater detail. Discuss why this method is preferable over other potential analytic approaches in modeling career path planning.

The limitations section should be expanded to discuss the potential implications of these limitations on the generalizability of the findings and propose ways these limitations could be addressed in future research.

The conclusion should not only summarize findings but also link back to the broader implications for theory and practice in human resource management, suggesting future research directions based on the observed outcomes.

Authors revised the manuscripts.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.