

Presenting a Model for Enhancing Psychological Well-being and Reducing Stress Among Mine Workers in the Workplace

Esmael. Rostamzadeh Ganji^{1*}, Vida. Nemat²

¹ Assistant Professor, Department of Public Administration, Payam Noor University, Tehran, Iran

² Doctoral student of Business Administration, Marketing Branch, Payam Noor University International Branch, Tehran, Iran

* Corresponding author email address: ganji@pnu.ac.ir

Editor

Arpana Rai
Assistant Professor, Indian Institute
of Management, Udaipur, Mumbai,
India
arpana.raii@iimu.ac.in

Reviewers

Reviewer 1: Abbas Monavarian
Professor, Management Department, Tehran University, Tehran, Iran.
Email: amonavar@ut.ac.ir
Reviewer 2: Mehrdad Bayat
Assistant Professor, Department of Management, Payam Noor University, Tehran,
Iran.
Email: bayatmehrdad60@pnu.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

The manuscript is well-structured, presenting a clear objective, methodology, findings, and conclusion. However, the transition between sections could be smoother to enhance readability. For instance, more explicit connections between the identified themes and their implications for mine workers' well-being could make the argument more compelling.

The review is thorough, yet it could benefit from a more critical analysis of existing models and their limitations to justify the need for this new model. Highlighting gaps in the current literature more explicitly would strengthen the research's foundation.

The qualitative approach and research synthesis method are appropriate for the study's goals. Nevertheless, elaborating on the selection criteria for the articles and the process of thematic analysis would improve the transparency and reproducibility of the research.

The identification of 287 basic themes, 22 organizing themes, and 4 overarching themes is impressive. However, providing examples of how these themes directly impact the psychological well-being and stress levels of mine workers would enhance the practical relevance of the findings.

The conclusion succinctly summarizes the research findings. The recommendations are practical and actionable. Still, incorporating suggestions for future research, particularly in exploring the model's applicability in other high-stress work environments, would be beneficial.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

The research question is broadly defined but lacks specificity in terms of measurable outcomes or specific mine worker contexts. Refining the question to address particular aspects of well-being or types of stressors could focus the research more narrowly and increase its impact.

The literature review covers a wide range of sources but lacks depth in critical analysis and discussion of how this study's model differs or improves upon existing models. A more detailed critique of the limitations of current approaches would strengthen the rationale for this research.

The methodology section needs more detail on the process of article selection and thematic analysis, including the rationale for the chosen criteria and how themes were determined to be significant. Describing the process for ensuring the reliability and validity of the findings, such as measures taken to avoid researcher bias, would greatly enhance the credibility of the research.

The findings are broadly described, but the presentation lacks depth in how these themes were derived from the data and their interrelations. Including direct quotes from the analyzed articles and a more detailed explanation of the thematic analysis process would provide clarity and support for the findings.

The discussion should more critically engage with how the identified factors can be practically applied to improve mine workers' well-being and reduce stress. It should also address potential challenges in implementing the model and how it might need to be adapted for different mining contexts.

The paper should offer more detailed suggestions for future research, including potential quantitative studies to test the model's effectiveness or comparative studies with other industries facing similar stress challenges.

The referencing style needs to be consistent throughout the paper, and future references should be corrected or clarified. Ensuring all references are accurately cited and up-to-date will improve the paper's reliability.

Authors revised the manuscript.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.