

Barriers to Implementing Succession Planning in Government Organizations with a Structural Interpretive Approach


Marzieh. Abdul Rezaei¹, Hamid. Rezaei Far^{2*}, Mohammad. Mohammadi², Hossein. Hakimpur²

¹ Ph.D.Candidate, Management Department, Birjand Branch, Islamic Azad University, Birjand, Iran

² Assistant Prof. Management Department, Birjand Branch, Islamic Azad University, Birjand, Iran

* Corresponding author email address: h-rezaiefar@yahoo.com

Editor

Aliakbar Aminbeidokhti
Educational Administration, Faculty
of Psychology and Educational
Sciences, Semnan University,
Semnan, Iran
kafashpor@um.ac.ir

Reviewers

Reviewer 1: Lourdes Atiaja Atiaja
Universidad de las Fuerzas Armadas ESPE, Ecuador.
Email: natiaja@espe.edu.ec
Reviewer 2: Alinaghi Amiri
Professor, Management Department, Tehran University, Tehran, Iran.
Email: anamiri@ut.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

Throughout the introduction, several citations are marked only with parentheses and semicolons (e.g., "(;);"). Please ensure that all references are correctly cited with specific details, improving the reliability and credibility of the claims made.

The statement about organizations being more welcoming to efficient use of human resources needs further clarification. Specify which organizations or provide a broader context to strengthen this claim.

Minor grammatical and punctuation errors need correction. For instance, the transition in the introduction between sentences could be smoother, and the use of semicolons and commas could be reviewed for proper usage.

Ensure consistency in the presentation of author names and affiliations. The format seems to vary and could benefit from a standardized approach to enhance the document's professionalism.

Include more specific examples or case studies to illustrate the points about the challenges of succession planning, particularly those faced by government organizations.

Terms like "succession planning" and "sustainable productivity" are central to your study. Provide specific definitions early in the text to ensure clarity for all readers.

The introductory paragraph could be more engaging. Consider starting with a compelling statistic or a poignant question that draws the reader into the discussion on succession planning.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The paper could benefit from a more detailed theoretical framework that outlines the foundations of the research. This might include a discussion of major theories related to human resource management and organizational development.

Provide more detailed information about the methodology used in the research. This includes sampling techniques, data collection methods, and analytical procedures to enhance the study's reproducibility.

Expand the literature review to include a broader range of sources and perspectives. This should cover recent studies, highlight gaps in the existing research, and connect more directly to the research questions posed in your study.

The results section could be expanded to provide a deeper analysis of the data. Include more detailed statistics, charts, and discussion on how the findings relate to the hypotheses or research questions.

The discussion section should elaborate on the implications of your findings for practitioners in government organizations. Discuss how these findings can be applied in practical settings and what it means for future policy or practice.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.