




Pathology of the Human Resources System in Long-term National Programs: A Comparative Study between the First and Second Plans Based on Operational Factors

Rahim. Javdankherad^{1*}, Morteza. Yarahmadi², Alireza. Tamjid Yamcholo³


¹ PhD student, Department of Public Administration, Sari Branch, Islamic Azad University, Sari, Iran

² Assistant Professor, Department of Public Administration, Parand Branch, Islamic Azad University, Tehran, Iran



³ Assistant Professor, Department of Information Technology Management, Parand Branch, Islamic Azad University, Tehran, Iran

* Corresponding author email address: maps20231402@gmail.com

Editor

Mohammed Abdul Imran Khan
Department of Financial
Management and Economics,
Dhofar University, Oman
mimran@du.edu.om

Reviewers

Reviewer 1: Masoud Hoseinchari
Associate Professor, Department of Educational Sciences, Shiraz University, Shiraz,
Iran. Email: hchari@shirazu.ac.ir
Reviewer 2: Marco Yamba-Yugsi
Unidad Académica de Posgrado, Universidad Católica de Cuenca, Azuay 010101,
Ecuador
Email: marco.yamba@ucacue.edu.ec

1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction outlines the context and importance of strategic human resource management. However, it could benefit from a more detailed explanation of how the transition from traditional HRM to strategic HRM impacts long-term national programs specifically. A suggestion is to include examples or case studies demonstrating this transition's positive effects on long-term planning effectiveness.

The literature review provides a broad overview but lacks depth in synthesizing findings from the studies reviewed, particularly regarding the impact of strategic HRM on organizational success in the context of national long-term programs. Expanding this section to include more recent studies or meta-analyses could enrich the discussion and support the study's rationale more robustly.

The methodology section details the use of interviews and the AHP method for data analysis. However, it lacks specificity regarding the interview process, such as the semi-structured interview guide or questions used. Clarification and inclusion of the interview guide in an appendix would strengthen the methodological rigor.

While the findings are comprehensive, the presentation could be improved by using more visual aids like charts or graphs to depict the prioritization of human resource damages identified. This would enhance the readability and immediate comprehension of key findings.

The discussion on the prioritization of damages within the human resource system is insightful. Yet, it could be further enriched by a deeper analysis comparing the impacts of these damages on the first and second plans' effectiveness. Including a theoretical or empirical basis for why some damages are more critical than others would add depth.

The conclusion effectively summarizes the study's findings but could further discuss the theoretical implications of these findings on the field of HRM and long-term national planning. Elaborating on how this study contributes to or challenges existing HRM theories would enhance its scholarly contribution.

While practical recommendations are provided, they are somewhat generic. Tailoring these recommendations to specific stakeholders (e.g., policy makers, HR managers) with actionable steps would make the conclusion more impactful and useful for readers seeking to apply the study's insights.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

The study's objective is mentioned in the abstract but could be articulated more clearly in the introduction with a direct statement of the research questions or hypotheses being investigated. This would help frame the study more definitively from the outset.

The methodology mentions purposive sampling but does not fully justify why the selected experts and documents were most suitable for addressing the research questions. Providing rationale for the sample choice, including the experts' qualifications or the documents' relevance, would strengthen the methodological foundation.

More detailed information about the interview duration, setting, and how data confidentiality was maintained during the interview process would improve the transparency and reproducibility of the study's methods.

While the AHP method and one-variable T-test are utilized, the discussion on the choice of these statistical methods over others is absent. A brief section discussing the rationale for selecting these methods based on the study's specific needs would be insightful.

The results section could benefit from a more explicit connection between the identified HR system damages and their implications for the success of national long-term programs. Illustrating this connection with specific examples or past program outcomes linked to these damages would contextualize the findings more effectively.

The discussion briefly mentions limitations related to the expert interviews and methodological constraints. Expanding on how these limitations could impact the findings' generalizability and suggesting ways future research could address these limitations would provide a more balanced view.

The conclusion briefly suggests areas for further attention but could be expanded to outline specific future research questions or methodologies that could build on the findings of the current study, thereby contributing to a more robust understanding of HR system pathologies in long-term planning contexts.

Authors revised the manuscript.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.