Application of Meta-Analysis Approach in Determining Talent Management Indicators

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1. Round 1

1.1. Reviewer 1

Reviewer:

Some sections of the manuscript could benefit from further elaboration to enhance clarity. For instance, the methodology section should more explicitly detail the selection criteria for the articles included in the meta-analysis.

Ensure that all references are consistently formatted according to the journal's guidelines. Some entries appear to deviate from the required style.

While the discussion provides a good overview of the implications of the findings, it could be enriched by more explicitly linking these implications to practical applications in HR management and strategic planning.

The limitations section could be expanded to offer more detail on the implications of these limitations for the study's findings and suggestions for future research. Specifically, discussing the potential for publication bias in more depth would be beneficial.

Minor grammatical and syntactical errors throughout the manuscript should be corrected to improve readability. Consider employing a professional editing service for a thorough review.

Authors revised the manuscript and uploaded the new document.

1.2.   Reviewer 2

Reviewer:

The methodology section requires substantial expansion. Details about the search strategy, including specific databases and search terms, should be provided to enhance replicability.

Clarify the inclusion and exclusion criteria for studies in the meta-analysis. Providing a flow diagram of study selection would greatly enhance transparency.

While publication bias is mentioned, a more thorough analysis of potential biases (including selection bias and language bias) and their impact on the meta-analysis results is needed.

The discussion should critically engage with the methodological limitations of the meta-analysis approach, including the potential heterogeneity of study designs and metrics across the included articles.

The practical implications of the findings are somewhat underdeveloped. The paper would benefit from a detailed discussion on how organizations can apply these indicators in their talent management strategies.

Expand the section on future research directions to address gaps identified through the meta-analysis. This could include the need for longitudinal studies, research in different cultural contexts, or the investigation of emerging indicators not well covered in the current literature.

The manuscript requires significant revisions for language, grammar, and coherence. The authors might consider enlisting the help of a native English speaker or professional editor to improve the manuscript's readability and flow.

Authors revised the manuscript and uploaded the new document.

2.   Revised

Editor's decision after revisions: Accepted.
Editor in Chief's decision: Accepted.