

Article history: Received 22 December 2023 Revised 27 January 2024 Accepted 08 February 2024 Published online 01 April 2024

International Journal of Innovation Management and Organizational Behavior

Open Peer-Review Report



Identifying the Obstacles and Challenges of Launching Startups in the Education Industry

Maryam. Mashayekhi¹, Khodayar. Abili²*, Fatemeh. Narenji Thani³, Seyed Rasul. Hosseini⁴

¹ PhD student, Department of Educational Management and Planning, Faculty of Psychology and Educational Sciences, University of Tehran, Tehran, Iran

² Full Professor, Department of Educational Management and Planning, Faculty of Psychology and Educational Sciences, University of Tehran, Tehran, Iran

³ Associate Professor, Department of Educational Planning and Management, Faculty of Psychology and Educational Sciences, University of Tehran, Tehran, Iran

⁴ Assistant Professor, Department of Educational Management, Shahid Chamran Campus, Farhangian University, Tehran, Iran

* Corresponding author email address: fnarenji@ut.ac.ir

Editor	R e v i e w e r s
Abbas Monavarian [®]	Reviewer 1: Meysam Shirkhodaie
Professor, Management	Associate Prof., Department of Business Administration, Faculty of Economics and
Department, Tehran University,	Administrative Sciences, University of Mazandaran, Mazandaran, Iran.
Tehran, Iran.	Email: shirkhodaie@umz.ac.ir
Email: amonavar@ut.ac.ir	Reviewer 2: Neda Abdolvand
	Department of Management, Faculty of Social Sciences and Economics, Alzahra
	University, Tehran, Iran. Email: n.abdolvand@alzahra.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

While the study aptly recognizes cultural challenges, it could benefit from a deeper exploration into how these factors specifically influence consumer behavior and decision-making. The inclusion of comparative analysis with startups in other industries might enrich the understanding of this aspect.

The paper successfully identifies financial hurdles but could further benefit from offering specific, actionable recommendations for startups to overcome these challenges. Insights into successful financial strategies employed by the interviewed startups could provide valuable lessons for future entrepreneurs.

The discussion on pedagogical challenges is insightful; however, it would be beneficial to expand on the implications of these challenges for startup scalability and long-term sustainability. Including examples of pedagogical innovations that have successfully addressed these issues could be highly instructive.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The study highlights the significant impact of government regulations on startups. A recommendation for future revisions could include a more detailed examination of policy changes or initiatives that have proven effective in other contexts or countries, offering a blueprint for potential legislative advocacy.

While identifying challenges in human capital management, the manuscript could offer more detailed strategies for talent acquisition and retention within the constrained resources of a startup. Insights into effective team-building and motivational strategies would add depth.

Given the critical role of technical infrastructure in educational startups, further elaboration on potential solutions to the highlighted challenges, perhaps through case studies of startups that have innovatively navigated these hurdles, would enhance the paper's utility.

The study's discussion on environmental factors is timely and relevant. An extension of this discussion to include strategies for resilience and adaptation in the face of such unpredictable challenges could provide a more comprehensive roadmap for startups.

While the qualitative methodology is robust, incorporating a quantitative aspect or a mixed-methods approach in future studies could provide a broader perspective on the prevalence and intensity of the identified challenges.

Authors revised the manuscript and uploaded the new document.

2. Revised

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

