

# Investigating the Growth of Human Resource Performance Empowerment in the Economic Development of Future Cities in Tourist Destinations

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The research question is broadly defined. To enhance clarity, specify which aspects of human resource performance empowerment are being investigated. Consider focusing on particular dimensions such as skills development, decision-making autonomy, or employee motivation in the context of economic development.

The methodology section would benefit from more detail on the questionnaire development process. Include how the questionnaire items were derived, any pilot testing conducted to ensure reliability and validity, and the rationale behind the chosen scales.

While the use of Morgan's table for sample size determination is noted, the article would benefit from a deeper discussion on why random sampling was chosen and how it ensures representativeness of the larger population of Isfahan's municipal areas. Consider discussing any potential sampling biases and how they were mitigated.

Authors revised the manuscripts.

### 1.2. Reviewer 2

Reviewer:

The application of Fuzzy TOPSIS is mentioned, but there is limited explanation on why this method was selected over others for ranking factors. Include a justification for the choice of Fuzzy TOPSIS and a more detailed explanation of how it was applied in this specific context.

The findings section could be expanded to include a more nuanced interpretation of how human resource performance empowerment specifically influences urban economic development. Consider discussing any unexpected results or inconsistencies with existing literature.

Expand the literature review to include more recent studies, especially those focusing on human resource empowerment in the context of urban economic development. This would provide a stronger theoretical foundation for your research.

The conclusions and recommendations section provides generic suggestions for organizations. For greater applicability, provide specific, actionable strategies that municipal managers in Isfahan or similar tourist destinations can implement.

The discussion on limitations is absent. Acknowledge any constraints encountered during the research, such as the potential impact of cultural factors on human resource empowerment in Iran, and suggest avenues for future research.

Clarify the theoretical contributions of your study more explicitly. Discuss how your findings advance the understanding of human resource empowerment's role in urban economic development, particularly within tourist cities.

Provide more quantitative details in the results section, such as the mean scores, standard deviations, and correlations between variables. This will offer readers a clearer understanding of the data and support the validity of your conclusions.

Authors revised the manuscripts.

## 2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.