

Strategic Planning and Performance: A Quantitative Study


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E d i t o r

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R e v i e w e r s

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1. Round 1

1.1. Reviewer 1

Reviewer:

The link between role flexibility, employee planning, and employee engagement is intriguing but could be clearer. Consider elaborating on how each component directly impacts engagement, supported by more current literature to strengthen the theoretical foundation.

While the methodology section is generally well-structured, it lacks details about the survey distribution and response rate. Adding this information would enhance the transparency and reproducibility of the research.

The discussion on the findings could be expanded to compare your results with international studies on similar themes. This would provide a broader context and highlight the unique contributions of your study.

The review could benefit from including a broader range of sources, particularly focusing on recent studies that address employee engagement in the automotive sector, to position your findings within the current research landscape more effectively.

The conclusion is somewhat broad; refine it to directly address the main research questions, providing specific insights drawn from the results, and suggest practical implications for HR professionals in the automotive industry.

Several references are outdated. Update the literature review with more recent studies to ensure the research is positioned within the context of the latest findings in the field.

Authors revised the manuscripts.

1.2. Reviewer 2

Reviewer:

It is recommended to clearly define the hypotheses at the beginning of the study. State these explicitly in the introduction to align the reader's expectations with the study's objectives.

The study focuses solely on Tata Motors. Discuss the implications of these findings for other sectors or broader applicability to increase the generalizability of the results.

Elaborate on the validation process of the Role Flexibility Scale and Employees' Planning Scale used in the study. Include psychometric properties like reliability coefficients and validity evidence from previous studies.

Provide a more detailed explanation of the regression analysis decisions, including why particular variables were included or excluded, and discuss any potential multicollinearity between independent variables.

Deepen the discussion on the limitations of your research. Consider discussing how the cross-sectional design might limit understanding of the causality between employee planning, role flexibility, and engagement.

While ethical considerations are mentioned, providing more details about ethical challenges encountered during the research and how they were addressed would enhance the manuscript's integrity.

Expand on the suggestions for future research by proposing specific methodologies or theories that could be explored to extend the understanding of the studied phenomena.

Strengthen the section on practical implications by providing detailed strategies for HR practitioners to implement findings from this study, including step-by-step guidance on how to increase role flexibility and planning effectiveness in their organizations.

Authors revised the manuscripts.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.