






Human Resource Governance in Crisis Situations: Strategies for Effective Management

Nikoo. Abedini¹, Mona. Falsafi Fard², Saba. Bakhshayesh Ardestani³, Narges. Alaei^{4*}, Saeid. Askari Masuleh⁵

¹ Department of Management, Qazvin Branch, Islamic Azad University, Qazvin, Iran

² Visiting Professor, Department of Business Management, West Tehran Branch, Islamic Azad University, Tehran, Iran

³ Visiting Professor, Department of Business Management, North Tehran Branch, Islamic Azad University, Tehran, Iran

⁴ Department of Business Administration, Payam Noor University, Tehran West Branch, Tehran, Iran

⁵ Assistant Professor, Department of Administration and Public Policymaking, Central Tehran Branch, Islamic Azad University, Tehran, Iran

* Corresponding author email address: nargesalaei980@gmail.com

Editor

Hassan Danaeefard¹
Professor, Department of Public
Administration, Faculty of
Management and Economics,
Tarbiat Modares University,
Tehran, Iran
hdanaee@modares.ac.ir

Reviewers

Reviewer 1: Akram Hadizadeh Moghadam¹
Associate Professor, Department of Public Administration, Faculty of Management
and Accounting, Shahid Beheshti University, Tehran, Iran.
Email: a-hadizadeh@sbu.ac.ir
Reviewer 2: Maryam Ahmadi Zahrani¹
Assistant Professor, Department of Business Administration, Yazd University, Yazd,
Iran
Email: maryamahmadi@yazd.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

While the manuscript provides a solid foundation on the role of HR governance in crisis situations, expanding the literature review to include more recent studies could enrich the context.

The methodology section would benefit from more detail regarding the selection criteria for participants. Providing information on why these particular industries were chosen and how they align with the research objectives could strengthen the study's foundation.

The findings section effectively outlines the identified themes but could be enhanced by deeper analysis of how these themes interact. For instance, exploring the interplay between Communication Strategies and Employee Well-being could offer more nuanced insights into the complex dynamics of HR governance in crisis situations.

The discussion provides a comprehensive overview of the implications of the findings. However, it could be enriched by including specific, actionable recommendations for HR practitioners. Examples of how organizations have successfully implemented the identified strategies would add value to the manuscript.

The conclusion mentions potential areas for future research, which is excellent. Further elaboration on how upcoming studies might explore the impact of technological advancements, such as AI and machine learning, on HR governance in crisis situations could be a valuable addition.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

The manuscript would benefit from a more detailed theoretical framework that positions its findings within existing literature. Specifically, incorporating theories related to organizational behavior and change management might provide a richer context for understanding HR governance in crisis situations.

Further detail on the demographic and professional backgrounds of participants could enrich the study's findings. It would be beneficial to discuss how diversity in the participant pool might have influenced the findings or provided unique perspectives on HR governance in crises.

While the thematic analysis is comprehensive, the manuscript could provide deeper insight into the data analysis process. For instance, a discussion on any conflicting viewpoints among participants or how these were resolved in the analysis would add depth to the study.

The discussion on practical implications is insightful but could be expanded to include policy implications. Recommendations on how organizations can adapt their HR policies based on the study's findings would be valuable for HR practitioners and policy-makers.

The manuscript mentions limitations; however, a more detailed discussion on potential biases and limitations, such as interviewer bias or the impact of participant selection, would enhance the credibility of the study.

Authors revised the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.