

Presenting a Comprehensive Model for the Socialization of Human Resources in Government Organizations

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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 article provides a thorough explanation of the thematic analysis process used to derive the model's components. However, a more detailed description of the criteria for expert selection and the reasoning behind choosing the Agricultural Jihad sector for focus would enhance the readers' understanding of the study's context and applicability.

The findings section efficiently outlines the derived components, factors, and outcomes from the thematic analysis. It could be improved by including direct quotes or more specific examples from the interviews to illustrate how the themes were identified and supported by the data.

The discussion briefly mentions the study's limitations, including its geographical and sector-specific focus. Expanding on these limitations and discussing potential biases introduced by the selection of experts or the thematic analysis process would provide a more balanced view of the study's implications.

While the conclusion suggests avenues for future research, including expanding the model's applicability to other sectors and cultural contexts, providing more specific questions or hypotheses could guide subsequent studies in this area.

The references are comprehensive, but ensuring consistency in formatting according to journal guidelines would improve the manuscript's professionalism.

Authors revised the manuscripts.

1.2. Reviewer 2

Reviewer:

The literature review provides a foundation for the study but lacks a critical comparison between existing models of organizational socialization and the proposed model. Expanding this section to highlight what sets this study apart from existing research would underscore its originality and value.

The qualitative methodology underpinning this study is appropriate, yet the paper would benefit from a more rigorous explanation of the data collection and analysis processes. Specifically, elaborating on the interview guide, the process of thematic analysis (including examples of coding), and how validity and reliability were ensured in the study would enhance its methodological transparency.

While the article mentions a questionnaire distributed among academic experts for model validation, the presentation of this validation process is brief. Expanding on the validation methodology, including response rates, statistical analysis of the questionnaire data, and how feedback was incorporated into the final model, would significantly strengthen the study.

The discussion primarily focuses on the theoretical implications of the proposed model. Including a section on practical applications, potential challenges in implementing the model in various government sectors, and strategies for overcoming these challenges would make the article more useful to practitioners.

The conclusion briefly touches on the potential for applying the model beyond the Agricultural Jihad sector. Delving deeper into how the model could be adapted for other sectors, including private and international contexts, and discussing the potential for cross-cultural adaptation would offer valuable insights into its broader applicability.

Authors revised the manuscripts.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.