

Modeling the Effects of Reducing Barriers to Creating Learning Organizations Using Structural Equation Modeling (Case Study of Al-Qadisiyah and Kufa Universities, Iraq)

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1. Round 1

1.1. Reviewer 1

Reviewer:

The paper briefly mentions using simple random sampling without detailing how this was implemented given the context of two universities. To strengthen the methodology, clarify how the random sample was drawn from the university faculty population. Was there stratification used to ensure departmental representation?

The use of the Delphi technique to identify effective factors is noted, but the paper lacks depth in describing how consensus was reached across the rounds. Provide a more detailed account of the feedback rounds, including how disagreements were resolved and consensus metrics.

You report a Cronbach's alpha of 0.890 for the questionnaire's reliability, which is excellent. However, detailing the individual item reliability or deleting items with lower item-total correlation could provide deeper insights into the scale's robustness.

While average variance extracted (AVE) values are mentioned, a discussion on the implications of these values for each construct would improve the understanding of each variable's internal consistency. Additionally, consider including cross-loadings to assess discriminant validity.

The paper would benefit from a more detailed reporting of the structural model results, including path coefficients, effect sizes, and specific indirect effects if any. This can aid in understanding the strength and significance of relationships.

The main model figure (Figure 1) lacks clarity in terms of variable labels and directional paths. Enhance this figure with clearer, more descriptive labels and possibly a legend or annotations to aid reader comprehension.

Authors revised the manuscripts.

1.2. Reviewer 2

Reviewer:

The current literature review primarily focuses on generic attributes of learning organizations without deeply integrating how these attributes specifically impact universities. Expand this section by incorporating studies directly related to higher education settings.

While structural equation modeling is utilized, the theoretical underpinning for why specific variables were chosen and modeled appears thin. Strengthen this section by connecting your chosen variables more explicitly to established theories of organizational learning.

Several constructs such as 'organizational entrepreneurship' and 'social learning' are used without clear definitions. Define each key construct used in the study to avoid ambiguity and enhance the paper's academic rigor.

The discussion on the implications for university management is somewhat generic. Provide specific, actionable recommendations for university administrators based on your findings.

The paper notes cultural barriers but does not delve into the specifics of Iraqi university culture. A deeper analysis of how specific cultural factors in Iraq influence learning organizations would be beneficial.

The paper mentions Senge's model but does not compare the newly proposed model against it or other existing models. A comparative analysis could significantly enhance the originality and impact of your research.

Authors revised the manuscripts.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.