

# Modeling Talent Management in an Organization Using Structural Equation Method (Management of Education and Training in Basra Province)

Alaa Hafedh Salman. Al-Oda<sup>1</sup>, Mehrdad. Sadeghi<sup>2\*</sup>, Riyaz Hossein Abais. Al-Murshidi<sup>3</sup>, Saeed. Sharifi<sup>1</sup>


<sup>2</sup> PhD Student, Department of Public Administration, Isfahan (Khorasgan) Branch, Islamic Azad University, Isfahan, Iran

<sup>3</sup> Department of Cultural Management, Isfahan (Khorasgan) Branch, Islamic Azad University, Isfahan, Iran



<sup>4</sup> Department of Human Resource management, University of Karbala, Karbala, Iraq

\* Corresponding author email address: mehr.sadeghi@khuisf.ac.ir

## Editor

Mehdi Rostami<sup>1</sup>  
Department of Psychology and  
Counseling, KMAN Research  
Institute, Richmond Hill, Ontario,  
Canada  
mehdirostami@kmanresce.ca

## Reviewers

**Reviewer 1:** Mehrdad Bayat<sup>1</sup>  
Assistant Professor, Department of Management, Payam Noor University, Tehran,  
Iran.  
Email: bayatmehrdad60@pnu.ac.ir  
**Reviewer 2:** Rezvan Hosseingholizadeh<sup>1</sup>  
Associate Professor, Department of Educational Management and Human Resource  
Development, Ferdowsi University of Mashhad, Mashhad, Iran. Email:  
rhgholizadeh@um.ac.ir

## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The model's description in the Methodology section could benefit from more details regarding the underlying assumptions and justifications for the choice of structural equation modeling. Additionally, include a rationale for the use of partial least squares over other modeling techniques.

Please elaborate on why random availability sampling was considered suitable for this study, particularly in the context of potential biases this method might introduce. An explanation on how this method impacts the generalizability of the findings would strengthen this section.

The manuscript briefly mentions the use of the Delphi technique but lacks depth in describing how each round was conducted and how consensus was reached. Detailing these processes would enhance the transparency and reproducibility of the research.

While the manuscript mentions the use of SMART-PLS software, it lacks detailed reporting on the model fit indices (e.g., RMSEA, CFI, TLI). Adding these would help in evaluating the adequacy of the model fit.

The Results section should include a discussion on the variance explained by the model for each construct. This would provide clarity on how much of the variability in outcomes can be attributed to the model versus other unexplained factors.

Authors revised the manuscripts.

### 1.2. Reviewer 2

Reviewer:

The theoretical underpinning of the study should be strengthened. Discussing core theories that guide the structural equation model could help in anchoring the study's findings within established research.

More information on the construct validity of the measurement instruments used (questionnaire) is needed. Discuss the processes used for testing and ensuring the validity and reliability of the constructs beyond Cronbach's alpha.

Clarify the process of data collection, especially the measures taken to minimize response bias and ensure the accuracy of responses in the qualitative component of the study.

The influence of demographic variables (age, gender, education) on the model outcomes is not addressed. Analyzing these effects could provide deeper insights into the model's applicability across different groups.

Expand on the ethical considerations section by detailing the procedures for obtaining informed consent and ensuring the confidentiality of participants' responses, which is especially critical in organizational studies.

Authors revised the manuscripts.

## 2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.