Presenting a Model for Developing Employee Commitment in Iranian Government Organizations

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1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction broadly discusses the significance of employee commitment but could benefit from a specific statement of what new contributions this model offers over existing models. Detailing this could clarify the paper's value proposition early on.

The selection of sample populations in both qualitative and quantitative phases appears limited to a specific demographic. Consider expanding this to include a more varied demographic to enhance the generalizability of the findings.

Expand on the criteria for selecting experts in the Delphi method. A more detailed explanation of how experts' relevance to the study's focus was assessed would strengthen the credibility of the qualitative data.

While the paper lists impact coefficients for various model dimensions, it lacks a thorough interpretation of these results. Discussing why certain dimensions have higher coefficients and the implications on the model would add depth.

The discussion could be enhanced by comparing the developed model's performance against existing models or theories in employee commitment. This could offer a clearer visualization of its effectiveness and innovation.

Ensure all references are up-to-date and consistently formatted. Some references appear to be inconsistently cited, which could affect the paper's professionalism and ease of verification.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

Detail specific organizational practices or policies that could be informed by this model. Providing concrete examples would help practitioners apply the findings more effectively.

Clarify and validate the questionnaire tool used in the quantitative phase. Including questions or a summary of the questionnaire could help assess its relevance and thoroughness.

Consider conducting additional statistical tests to verify the robustness of the Structural Equation Modeling results, such as sensitivity analysis or predictive relevance.

Expand the limitations section to include potential biases in the Delphi method and the impact of cultural specifics of Iranian government organizations which may not translate globally.

Suggest a longitudinal study to track the model's effectiveness over time, which could provide insights into how employee commitment evolves due to changes in management practices.

Enhance the ethical considerations section by specifying the measures taken to protect participant confidentiality and data integrity during the research.

The conclusion could be strengthened by linking back to specific research questions and providing actionable recommendations based on the findings, tailored to policymakers and organizational leaders.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.
Editor in Chief's decision: Accepted.