Explaining the Structural Model of Factors Influencing the Retention and Maintenance of Human Capital Based on Organizational Productivity

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1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction could be improved by more clearly delineating the scope and primary objectives of the study. A brief overview of the existing literature could help position this study more effectively within the broader research landscape.

The methodology section would benefit from more detailed descriptions of the data collection instruments. For example, it is mentioned that interviews and questionnaires were used, but there is little information on the interview process or the structure of the questionnaire. Providing example questions or discussing how the interviews were conducted could enhance the transparency and reproducibility of the research.

The statistical analysis section could be strengthened by including additional tests to confirm the assumptions of the statistical models used, such as tests for multicollinearity or interaction effects between variables.

The discussion section should more explicitly link the research findings to the hypotheses stated earlier in the paper. This could involve a more detailed comparison with previous studies and a discussion on how this research contributes to or contradicts existing knowledge.

The paper should include a more thorough examination of its limitations. This could involve a discussion on the generalizability of the findings and any potential biases in the data collection or analysis processes.

Authors revised the manuscript and uploaded the new document.

1.2.   Reviewer 2

Reviewer:

The literature review should be expanded to include more recent studies that have addressed similar themes. This would help to situate the study within the current research context and highlight what new insights your study offers.

Consider discussing the representativeness of your sample in more detail. Are there any demographic characteristics or biases in your sample selection that could affect the findings? Discussing this could improve the reliability of the study.

The choice of statistical techniques should be justified more thoroughly. Why were these particular methods chosen, and how do they align with your research objectives? Also, consider discussing alternative analytical strategies that could have been used.

Ensure consistency in the use of key terms throughout the paper. There are sections where terms like "human capital retention" and "organizational productivity" could be clarified or used more consistently to avoid ambiguity.

Strengthen the theoretical framework by linking it more directly to the research questions and methodology. This would help in building a stronger argument for the study's relevance and significance.

Authors revised the manuscript and uploaded the new document.

2.   Revised

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