





Explaining the Dimensions and Components of the Competency Model for Managers of Iran's Water Resource Management Company

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1. Round 1

1.1. Reviewer 1

Reviewer:

The descriptions of the competencies, especially in sections like "Leadership Competence" and "Technical Competence," could be enhanced by providing real-world examples or case studies that illustrate how these competencies have effectively been applied in the context of water resource management. This would give the reader a better understanding of the practical applications of these competencies.

The paper could benefit from more detailed explanations of the selection criteria for the study participants. While it mentions stringent criteria, specifying what these were would strengthen the reliability and replicability of the study.

Consider incorporating quantitative measures to complement the qualitative findings. This could involve a statistical validation of the competency model, which would add robustness to your results and provide a broader basis for the competency framework proposed.

Expand the literature review to include more recent studies that discuss competency models in similar sectors globally. This would provide a more comprehensive background and situate your findings within a broader context.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

Elaborate more specifically on how the competency model can be implemented in practice within organizations. Include a subsection on strategies for training programs based on the identified competencies.

Ensure that all references are consistently formatted according to the journal's guidelines. Some references appear to have inconsistencies in styling which could be rectified for a more professional presentation.

The study could be improved by including a more diverse range of participants. Currently, it seems limited to academic experts and officials within a single organization. Expanding this to include mid-level managers or other stakeholders could provide a more rounded view of the competencies needed across different levels of the organization.

The discussion section should address any contradictions or unexpected findings in more detail. If there were competencies that experts did not agree on or that differed from existing literature, these should be explored and explained.

It would enhance the paper's contribution to the field if you compared the developed competency model with existing models in similar sectors. Highlight differences and similarities and discuss why certain competencies might be more relevant in the Iranian context.

Discuss the generalizability of your findings to other sectors or regions. This is crucial for readers outside of the immediate field of Iranian water resource management and contributes to the paper's broader impact.

While the paper mentions that ethical standards were observed, providing a detailed account of ethical considerations, such as how participant confidentiality was ensured and how consent was obtained, would strengthen the trustworthiness of your research.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.