





Employee Engagement in the Era of Remote Work: Strategies for Innovation and Productivity

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E d i t o r	R e v i e w e r s
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1. Round 1

1.1. Reviewer 1

Reviewer:

While NVivo was used for coding and thematic analysis, the explanation of the analytical process could be more detailed. Include specifics on how themes were derived from the codes and the iterative process between data collection and analysis to clarify how conclusions were directly supported by the data.

The study engages with current literature, yet the integration of sources like Gillet et al. (2021) and Adekoya et al. (2022) into the discussion seems superficial. Deepen this integration by directly comparing your findings with these studies, highlighting both alignments and contradictions.

Terms like "employee engagement" and "remote work" are central to your study but are used somewhat interchangeably with related concepts such as productivity and well-being. Clarify and define these key terms in the introduction to solidify the study's framework.

While the paper discusses technological tools, the analysis does not critically engage with the effectiveness of specific types or brands of technologies used in remote work settings. A more detailed examination of these tools could enhance understanding of their practical impact on engagement.

The study mentions that participants vary in seniority, but the findings do not explicitly address how remote work strategies affect different levels of employees. Adding analysis on this aspect could provide deeper insights into stratified strategy effectiveness.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

The findings section successfully identifies key themes but falls short in visually delineating how these themes interact with each other. Consider using a flowchart or model to visually represent the relationships between themes for clearer understanding.

The paper discusses various communication practices but does not critically evaluate their efficacy based on participant feedback or existing literature. A comparative analysis of different communication strategies would enrich the discussion.

Given the qualitative nature of your study, integrating quantitative data could enhance the robustness of the findings. Consider suggesting a mixed-methods follow-up study to quantify the impact of identified strategies on employee engagement and productivity.

While the paper aligns closely with existing literature, it does not address any contradictory findings. Discussing anomalies or unexpected responses from participants could provide a more nuanced view of remote work dynamics.

The section on professional development is somewhat generic. Provide specific examples of development programs that have been effective in remote settings, based on participant experiences or case studies from similar research.

Authors revised the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.