

# Examination and Explanation of the Model of Superior Organizational Climate for the Promotion of Knowledge in Islamic Azad Universities

Mohammad. Mehdizadeh Amiri<sup>1</sup>, Ali Asghar. Shojaei<sup>2\*</sup>, Babak. Hosseinzadeh<sup>2</sup>


<sup>1</sup> PhD student in educational sciences, Babol branch, Islamic Azad University, Babol, Iran

<sup>2</sup> Assistant Professor, Department of Educational Sciences, Babol Branch, Islamic Azad University, Babol, Iran



\* Corresponding author email address: shojae@baboliau.ac.ir

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## Editor

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

## Reviewers

**Reviewer 1:** Ali Sargolzaie  
Assistant Professor, Department of Management, Zahedan Branch, Islamic Azad  
University, Zahedan, Iran.  
Email: a.sargolzaie@iauzah.ac.ir  
**Reviewer 2:** Alireza Rajabipoor Meybodi  
Associate Professor, Department of Business Administration, Yazd University,  
Yazd, Iran  
Email: Rajabipoor@yazd.ac.ir

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The introduction could benefit from a more explicit statement of the research gap. You mention that organizational climate is important, but it would be helpful to clearly articulate why existing studies are insufficient and how your research addresses these gaps.

The description of the sampling method is somewhat confusing. Please clarify how the sample size of 308 was determined from the initial population of 1537 faculty members. Was there a specific formula or methodology used to decide this sample size?

While you mention using a "standard researcher-made questionnaire," it would be beneficial to provide more details on how this questionnaire was developed, validated, and its specific contents.

The table presenting Cronbach's Alpha and Composite Reliability should also include a column for the number of items per construct to give a more comprehensive view of the measurement model.

"The results of the descriptive findings indicate..." This section could be enhanced by providing more context or interpretation of what these descriptive statistics mean in relation to your research questions.

The conclusion mentions "developing organizational culture and structure in universities" as a key outcome. This could be more impactful if you provide specific examples or strategies on how this can be achieved based on your findings.

Authors revised the manuscript and uploaded the new document.

## 1.2. Reviewer 2

Reviewer:

The sentence "The world is changing its perception of work methods" is too vague. Consider specifying the particular changes in work methods and how they are relevant to the concept of organizational climate.

"Factors creating a superior organizational climate include five variables: credibility, respect, justice, pride, and intimacy." It would be useful to provide more context or citations to justify why these particular variables were selected over others.

The explanation of the structural equation modeling and the use of Smart PLS4 software is clear. However, it would enhance the rigor of your methodology section if you could explain why this particular software was chosen over others.

The statement "most of the sample population are male aged between 41 to 50 years with a master's degree" could be supported by a more detailed demographic breakdown in a table or figure to provide clearer insight into the sample characteristics.

The phrase "suitability of this criterion" needs to be backed by specific values or thresholds. Explain why a factor loading of 0.4 is considered suitable and reference any statistical guidelines or literature that supports this threshold.

The mention of "contextual conditions" and "intervening factors" could be expanded. Describe how these factors specifically interact with the central phenomenon and provide illustrative examples.

"Staff participation in organizational decision-making" is highlighted as crucial. Consider discussing potential barriers to this participation and how they can be overcome in the context of Islamic Azad Universities.

When discussing "recommendations for policymakers," it would be useful to include a discussion on the practical implications of these recommendations and how they can be implemented in a real-world setting.

Authors revised the manuscript and uploaded the new document.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.