

The Moderating Role of Retention Factor on The Relationship Between Career Adaptability and Organizational Commitment

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1. Round 1

1.1. Reviewer 1

Reviewer:

Consider expanding on the historical context or theoretical framework of organizational commitment to establish its foundational relevance.

Explain why the four dimensions of the scale are relevant to the study's context. Consider discussing cultural adaptation or local validation of the scale.

Specify why STATA 13.0 was chosen and whether it offered advantages over alternative statistical tools for this analysis.

While descriptive statistics are presented, consider adding interpretative comments to highlight the implications of the observed means and standard deviations. Reliability Analysis - "Cronbach's alpha values (Table 2) were all above 0.5."

A Cronbach's alpha of 0.52 for the retention factor is relatively low. Address potential implications for the study's reliability.

Provide a discussion on why indirect effects were absent. Could this be due to sample size or other methodological limitations?

The SEM diagram lacks detailed labeling of paths and coefficients. Add these details for clarity and comprehensiveness.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The paragraph lacks a clear connection to the study's focus on the manufacturing sector in Nigeria. Consider contextualizing these changes specifically for Nigeria's manufacturing industry.

This claim is broad and lacks references to support the specific outcomes listed (e.g., profitability, efficiency). Include citations or empirical evidence to substantiate these assertions.

There is an inconsistency in the number of questionnaires mentioned. Ensure accuracy in reporting data collection details.

The use of a convenience sampling method raises questions about the generalizability of findings. Include a justification for this choice and its potential limitations.

This interpretation contradicts common understandings of career adaptability. Clarify how these findings diverge from existing literature and propose potential explanations.

Discuss why this result differs from prior research. Could contextual or cultural factors in Nigeria play a role?

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.