




# Designing a Model for Efficient Human Resource Training from the Perspective of Islamic Education

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The introduction provides a comprehensive overview of the importance of human resources. However, the connection between the general importance of human resources and the specific context of Islamic education could be made clearer. Consider integrating a sentence that explicitly connects the two themes.

The findings from the initial coding are detailed but could be more impactful if visualized. Consider adding a table or figure summarizing the 224 initial concepts and their subsequent categorization.

When discussing the axial coding, it would be helpful to explain the rationale behind the categorization. Provide examples of raw data and how they were grouped into axial categories.

The section on the methods for training efficient human resources is comprehensive. However, it lacks specific examples from the texts analyzed. Including direct quotes or excerpts from the Quran or Hadith would strengthen the argument.

The transition from axial to selective coding is well-explained. Nonetheless, a clearer explanation of how the final categories were determined would improve clarity. A flowchart could illustrate this process effectively.

The comparison with existing literature is thorough. However, it would be beneficial to highlight any contradictions or unique findings of this study in more detail. This will help in understanding the study's contribution to the field.

Authors revised the manuscript.

### 1.2. Reviewer 2

Reviewer:

The use of multiple citations to emphasize the importance of efficient employees is commendable. However, the flow could be improved by summarizing these points more succinctly. Additionally, specify how these references directly relate to the study's objectives.

While the qualitative nature of the research is well-articulated, the explanation of the deductive content analysis method could benefit from additional detail. Consider adding a step-by-step description of how the coding process was carried out to enhance reproducibility.

The description of the data collection tools is somewhat repetitive. Streamline this section by combining similar points and providing specific examples of the types of documents reviewed.

The discussion about the role of agents in governance is relevant but somewhat tangential. Consider focusing more on how the findings can be directly applied to modern educational systems.

The conclusion effectively summarizes the study's findings. However, it could be strengthened by suggesting specific practical applications of the model presented. How can educators implement these findings in their training programs?.

The discussion on limitations is honest but could be expanded. Specifically, discuss how these limitations might affect the study's outcomes and suggest ways future research can address them.

Authors revised the manuscript.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.