Identification of Human Resource Development Policy Components in the Rural Cooperative Sector with a Socio-Cultural Approach

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1. Round 1

1.1. Reviewer 1

Reviewer:

In the introduction, clarify the statement "Organizations in our era have taken on roles and missions beyond their traditional functions" by providing specific examples or elaborating on the types of new roles and missions organizations are adopting.

The literature review section should include more recent studies to ensure up-to-date context. Incorporate references from the past five years to strengthen the relevance of the research.

In the findings section, the statement "The research highlighted the importance of intellectual and creative ethical and behavioral occupational and professional and perceptual and attitudinal dimensions in human resource development" can be broken down into separate points for clarity. Discuss each dimension individually.

The discussion on macro governmental policies should be expanded. Explain how these policies can be practically implemented in the rural cooperative sector and the potential challenges they might face.

Provide more detail on how existing policy performance can be improved. Offer specific examples or case studies that illustrate successful policy enhancement.

The section on examining human resource conditions should include quantitative data or metrics to support the claims about unfavorable current conditions.

When discussing the ethical and behavioral dimension, give concrete examples of training programs or initiatives that have proven effective in other contexts.

Authors revised the manuscript.

1.2. Reviewer 2

Reviewer:

In the methodology section, clarify the sampling strategy. Instead of just "A non-probability purposive sampling method was used," specify how participants were selected and any inclusion or exclusion criteria applied.

Elaborate on the use of Atlas.ti software in the data analysis section. Describe how the software facilitated the categorization and analysis of qualitative data, providing a step-by-step overview of the process.

When discussing thematic analysis, provide examples of the themes extracted during the open coding process to give readers a clearer understanding of the data analysis process.

If quantitative methods were employed, detail the statistical tests or models used to analyze the data. Include information on the reliability and validity of these methods to enhance the robustness of your findings.

The statement "Familiarity with and use of modern technologies in production" should include examples of such technologies and their specific benefits for rural cooperatives.

Provide more detail on how attitudes and perceptions are measured and influenced within the cooperative sector. Include examples of interventions that have successfully shifted perceptions.

Elaborate on the strategies for strengthening communication networks. Discuss the types of networks, their purposes, and the tools or platforms that can facilitate these networks effectively.

Authors revised the manuscript.

2. Revised

Editor's decision after revisions: Accepted.
Editor in Chief's decision: Accepted.