

# Identifying and Prioritizing Components of Cultural Development in Government Organizations Compatible with the Fourth Industrial Revolution

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

"Culture encompasses a collection of essential elements of human social life..." - This paragraph could benefit from a clear definition of organizational culture. Consider adding a sentence that succinctly defines it in the context of the study.

"Government organizations as entities with the approach of maximizing public benefit..." - Clarify what specific challenges government organizations face in transitioning to the Fourth Industrial Revolution compared to private organizations.

"Data collection methods in this research include library and field methods..." - Clarify the "library methods." Are these literature reviews, document analysis, etc.?

"Selective Coding" - Provide more details on the coding process. Explain how open, axial, and selective coding were applied and how inter-coder reliability was ensured.

"Using the meta-synthesis method with a systematic review..." - This paragraph would benefit from a brief explanation of the PRISMA model and why it was chosen for this study.

"Defuzzification of Normalized Weights Calculated for Main Study Variables" - Ensure that the process of defuzzification is clearly explained in the text. Readers unfamiliar with fuzzy AHP might find this confusing.

"Organizational structure plays a very important role in the cultural development..." - Provide specific examples or case studies where changes in organizational structure led to improved cultural development.

"Innovation can encourage organizational flexibility and adaptability to changes..." - This paragraph would benefit from concrete examples of how innovation has led to cultural development in other studies or real-world applications.

Authors revised the manuscripts.

## 1.2. Reviewer 2

Reviewer:

"New digital technologies are transforming every industry..." - Cite specific examples or case studies that illustrate this transformation. This will help substantiate the claim.

"The qualitative part involves deep and systematic analysis of texts and interviews..." - Specify the type of qualitative analysis used (e.g., thematic analysis, grounded theory) and explain why it was chosen.

"University Experts: Professors or faculty members of universities..." - Detail the criteria used to select the 20 experts. How were they identified and contacted?

"Leaders define and maintain the culture..." - Discuss how leadership styles specifically impact cultural development in the context of the Fourth Industrial Revolution.

"Information and communication technology undoubtedly has had significant and widespread impacts..." - This statement requires references to support the claims made about ICT's impact on cultural exchanges and permeability.

Authors revised the manuscripts.

## 2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.