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Presenting an Efficient Adaptive Model Based on Employee Behavioral Intelligence (Case Study: Customs Administration and Tax Administration of Hormozgan Province)

Mohammad Ali Sadeghi [1], Abbas Babaeinejad [2]*, Reza Zeinalzadeh [2], Mohammadmehdi Bagher [2]

[1] PhD student in comparative public administration and development, Department of Management, Kerman Branch, Islamic Azad University, Kerman, Iran.
[2] Assistant Professor, Department of Management, Islamic Azad University, Kerman Branch, Kerman, Iran

* **Corresponding author email address**: management7204020@yahoo.com

Editor	Reviewers
Khaliquzzaman Khan Associate Professor, School of Business Administration, Al Dar University College, United Arab Emirates kaliquzzaman.khan@aue.ae	**Reviewer 1:** Manijeh Haghighinasab Assistant Professor, Department of Management, Alzahra University, Tehran, Iran Email: haghighinasab@srbiau.ac.ir **Reviewer 2:** Mehrdad Bayat Assistant Professor, Department of Management, Payam Noor University, Tehran, Iran. Email: bayatmehrdad60@pnu.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

The introductory paragraph could benefit from greater clarity and precision. For instance, the sentence "Employee behavioral intelligence is a multifaceted construct that significantly impacts organizational outcomes" is broad. Consider specifying which aspects of behavioral intelligence are most relevant to organizational outcomes and providing a brief overview of how they impact these outcomes.

The demographic characteristics of the participants are described, but the implications of these demographics for the study's findings are not fully explored. Discuss how the age, gender, education level, and job experience of participants might influence their perspectives on behavioral intelligence.

The thematic analysis is detailed, but it would be helpful to provide more direct quotes from participants to illustrate key themes. For example, in the section on intrapersonal behavioral intelligence, include specific quotes that highlight participants' views on self-awareness and assertiveness.

The discussion on intrapersonal behavioral intelligence is comprehensive. However, the concept of self-actualization could be further elaborated. Explain how participants define and pursue self-actualization within their professional roles and provide examples from the data.

In the section on interpersonal behavioral intelligence, the discussion on empathy and responsibility could benefit from additional context. Describe specific instances or scenarios in the workplace where these traits were particularly impactful, based on participants' experiences.

The discussion on stress management intelligence, including stress tolerance and impulse control, is critical. However, it would be useful to include more detail on the strategies participants use to manage stress and control impulses, with supporting quotes.

The section on adaptability intelligence is well-detailed. To enhance this, provide more context on how problem-solving and flexibility are applied in the workplace. Discuss any specific challenges faced by participants and how they addressed them.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

In the literature review section, while discussing Ahmad and Yekta (2010), it would be beneficial to provide a deeper analysis of how their findings specifically relate to the current study's focus on behavioral intelligence. For example, elaborate on how perceived organizational support and leadership behavior directly influence different dimensions of behavioral intelligence.

In the "Study Design and Participants" section, the rationale for selecting 22 participants needs further justification. Explain why this sample size was deemed sufficient and how it ensures the reliability and validity of the findings. Additionally, discuss any potential limitations of using purposive sampling.

The data collection process using semi-structured interviews is well-described, but it would enhance the transparency of the research to include examples of key interview questions. This would provide readers with a clearer understanding of how the interviews were structured to elicit relevant information.

The data analysis section describes the use of NVivo software for coding and thematic analysis. To improve transparency, include a brief description of the coding process and how themes were identified and refined. Consider adding an example of a coded transcript or a table showing initial codes and their corresponding themes.

The findings related to general mood behavioral intelligence, including optimism and happiness, are insightful. Strengthen this section by discussing the broader implications of these traits for workplace culture and employee morale.

The discussion section effectively aligns the study's findings with existing literature. However, it would be beneficial to address any discrepancies or unique contributions of this study. Highlight how this research adds to the understanding of behavioral intelligence in organizational settings.

The practical implications for organizations are briefly mentioned. Expand this section to provide more concrete recommendations for organizations looking to enhance behavioral intelligence among employees. Discuss potential training programs, organizational policies, or interventions.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.