Predicting the Gap Between Intended and Implemented Curriculum Based on Teachers' Quality of Work Life

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1. Round 1

1.1. Reviewer 1

Reviewer:

In the introduction, you state, "The necessity of a strategic approach to human resources is undeniable and environmental changes further emphasize its importance (Armstrong 2006)." Consider providing a more recent reference to support this statement, as the field of HRM has evolved significantly since 2006.

The literature review on page 2 mentions studies by Prasteo et al. (2022) and Huang et al. (2020). It would be beneficial to include a critical analysis of these studies to show how they relate to and support your research question.

In the "Data Analysis" section, the use of multiple regression analysis is mentioned. Please clarify whether any assumptions of multiple regression (e.g., normality, homoscedasticity, multicollinearity) were tested and how they were addressed.

In the "Findings and Results" section, it is stated that "Healthy Work Environment shows an insignificant correlation ($r = -0.10$, $p = 0.300$)." Please discuss potential reasons for this finding and its implications in the context of existing literature.

The discussion on page 7 compares your findings with those of Sajudi et al. (2022) and Shafiee and Abdi (2020). It would be beneficial to delve deeper into how your findings extend or contrast with these studies, providing possible explanations for any discrepancies.

Authors revised the manuscript and uploaded the new document.

1.2.   Reviewer 2

Reviewer:

The section on "Data Collection" specifies that "two questionnaires were used for data collection in this study." It would be helpful to provide more detail about how the items were selected and validated, especially the process of localization and confirmatory factor analysis for the Quality of Work Life Questionnaire.

On page 3, you mention using the Krejcie and Morgan table to determine a sample size of 166. Please provide a justification for this sample size and discuss any potential limitations it may have on the generalizability of your findings.

The results section presents numerous statistical findings. Consider structuring this section with subheadings for each major finding (e.g., "Descriptive Statistics," "Correlation Analysis," "Regression Analysis") to improve readability.

The limitations section on page 8 acknowledges the cross-sectional design as a limitation. It would be helpful to discuss other potential limitations, such as the use of self-reported data and the specific cultural context of Tabriz city, which may affect the generalizability of the findings.

Authors revised the manuscript and uploaded the new document.

2.   Revised

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