Identifying the Components of Job Leaving Intention Among Faculty Members of Azad Universities in Fars Province

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Aliakbar Aminbeidokhti Educational Administration, Faculty of Psychology and Educational Sciences, Semnan University, Semnan, Iran kafashpor@um.ac.ir	**Reviewer 1:** Masoud Hoseinchari Associate Professor, Department of Educational Sciences, Shiraz University, Shiraz, Iran. Email: hchari@shirazu.ac.ir **Reviewer 2:** Alinaghi Amiri Professor, Management Department, Tehran University, Tehran, Iran. Email: anamiri@ut.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

The sentence "human resources hold special significance and require specific attention" could benefit from further elaboration. Consider providing specific examples or references that highlight the unique challenges and opportunities in managing human resources within academic institutions.

The choice of an "exploratory sequential mixed-methods" approach is appropriate for this study, but the rationale behind this choice could be expanded. It would be beneficial to include a discussion on why this method is particularly suited for studying job leaving intention among faculty members.

The sampling method described as "purposive" could be further clarified. Consider adding more detail about the criteria used for selecting the 16 faculty members and how these criteria ensure that the sample is representative of the broader population of Azad University faculty members.

The explanation of the "fuzzy Delphi methodology" is briefly mentioned but could benefit from further elaboration. Consider adding a brief description of how the fuzzy Delphi method enhances the validity and reliability of expert consensus in this study.

The study's conclusion that "lack of job independence" is a significant factor could be more robust if supported by additional empirical evidence or case studies from other universities. Consider integrating more comparative analysis to enhance the argument.

Authors revised the manuscript and uploaded the new document.

1.2.   Reviewer 2

Reviewer:

The reference to "Rahimnia et al. (2017)" appears to be under-cited. Given the significance of this source in supporting the argument, it would be beneficial to include a brief discussion on the specific findings of Rahimnia et al. to strengthen the connection to your study.

The phrase "the lack of research in faculty occupational areas" is somewhat vague. It would be helpful to specify the particular gaps in the literature that this study aims to address, perhaps by identifying specific areas within faculty retention or job leaving intention that have been underexplored.

The interpretation of the defuzzified mean values could be expanded. While the table provides the data, it would be beneficial to include a more detailed analysis of what these mean values indicate about the relative importance of each indicator.

The sentence "Indicators such as lack of job independence... received the highest importance ratings consistently" could be improved by specifying the implications of these high ratings. For instance, how do these indicators influence job leaving intention, and what might this suggest for policy or practice within the universities?

It is noted that "Indicators like human capital and technology were considered less critical." Consider discussing why these indicators were rated lower and whether this aligns with existing literature or if it presents a novel finding.

The discussion on "organizational empathy" is compelling but could be further strengthened by integrating more recent research that links organizational empathy to faculty retention. This would help contextualize the findings within broader trends in human resource management.

Authors revised the manuscript and uploaded the new document.

2.   Revised

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