

Designing a Human Resource Responsibility Model in Airline Companies Using Content Analysis Approach

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1. Round 1

1.1. Reviewer 1

Reviewer:

The sentence "This issue highlights the necessity of paying attention to the role of human resource management in responsibility" is somewhat vague. It would be beneficial to specify the particular aspects of human resource management that the study will focus on.

The use of MAXQDA software for coding and categorization is mentioned, but the process of how the software was used should be elaborated. For example, were any specific coding frameworks or protocols followed?

The description of data collection tools is somewhat broad. It would be useful to detail the types of questions asked during interviews and how these questions were developed.

The table presents six main components of human resource responsibility, but the subcomponents lack detailed explanations. Each subcomponent should be briefly described to clarify how it contributes to the main component.

The claim "Managers can use the findings from research in strategic planning and future decision-making" would benefit from specific examples or scenarios where this model can be applied in the airline industry.

The comparison of the findings with other research is valuable, but it would be more effective if each comparison included a brief analysis of how this study's results align or diverge from those previous studies.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The statement "Given the results of these studies presenting a comprehensive model of human resource responsibility seems necessary" could be strengthened by providing more context or examples of studies that have called for such a model.

The phrase "no research has comprehensively addressed human resource responsibility within a conceptual model" could benefit from a more detailed literature review to substantiate this claim. Consider adding a summary of key studies to highlight the gap this research aims to fill.

The description of the sample size determination process is unclear. It mentions that sampling continued until theoretical saturation was achieved, but it would be helpful to specify the criteria used to determine saturation.

The sentence "The results from the literature and previous research extraction were categorized into 6 main components" could be made more informative by explaining the criteria used for categorization. What specific factors led to these six components?

The mention of "responsible human resource behavior" should be expanded to include how this behavior is measured or observed within the organization. Providing examples of such behaviors could enhance understanding.

The statement "The findings of this research align with the results of previous studies" should specify which studies are being referenced and what aspects of the results are in alignment.

The conclusion would be stronger if it included a discussion on the limitations of the study and how they might impact 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.