





# Dimensions Related to Organizational Innovation and Dynamics Affecting Job Plateauing Among School Staff in Tehran

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

In the "Methods and Materials" section, the description of the DEMATEL technique is quite dense and could benefit from a brief introductory sentence that contextualizes its relevance and appropriateness for this study.

The term "organizational dynamics" in the "Introduction" section, paragraph 4, could be elaborated upon. Consider defining it more clearly to avoid ambiguity for readers unfamiliar with the concept.

In the "Introduction," the literature review could be expanded to include more recent studies post-2021 that have examined similar issues in different educational or geographical contexts, to strengthen the foundation of your study.

In the "Methods and Materials" section, explain how the validity and reliability of the pairwise comparison questionnaire were assessed before it was administered to the experts.

The conclusion makes general recommendations to "foster creativity and innovation" and "enhance job autonomy." These could be more actionable by suggesting specific interventions or policies that could be implemented within educational institutions.

Authors revised the manuscripts.

### 1.2. Reviewer 2

Reviewer:

The data analysis section mentions that EXCEL was used to calculate various metrics (R, J, R+J, R-J). It would be beneficial to include a brief explanation or reference to the specific formulas or algorithms used within EXCEL for these calculations.

In Table 1, "Neglect of Creativity and Innovation among Employees and Teachers" is listed as a dimension. However, the introduction lacks a clear definition of what is meant by "creativity and innovation" in the context of this study. Providing this would help in understanding the dimension.

The sentence in the "Findings and Results" section, "Outdated knowledge skills and abilities of teachers and staff and resistance to change have the highest impact," could benefit from further discussion on how this finding aligns or contrasts with existing literature.

Figures 1 through 4 in the "Findings and Results" section are crucial for understanding the relationships among dimensions. However, the captions for these figures should be more descriptive, explaining what the reader should discern from each figure.

The discussion should elaborate more on the implications of "organizational and educational system stagnation" (PSR03) beyond just its contribution to job plateauing. Discuss potential broader impacts on educational outcomes or student achievement.

Authors revised the manuscripts.

## 2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.