





Presentation of the Model for the Impact of Human Capital and Open Innovation on Organizational Productivity Using the Qualitative Grounded Theory Method with Glaser's Approach

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1. Round 1

1.1. Reviewer 1

Reviewer:

"The first serious application of the concept of human capital is attributed to William Petty." Please provide a reference or citation for this historical claim to support the statement.

"From the open coding process of the ten interviews 871 open codes were extracted." Explain the criteria used to identify and extract these open codes. Was any software used for coding?

"The goal of axial coding is to create relationships between the categories generated during open coding." Provide an example of how one category was related to another during axial coding to illustrate this process.

"Consequently the components and indicators for designing the model for the impact of human capital and open innovation on organizational productivity were obtained." Describe any validation steps taken to ensure the reliability of these components and indicators.

"Peer review ensures the accuracy of the analysis and results increasing the confidence in their validity." Detail the number of peer reviewers involved and the criteria used for their selection.

"The researcher summarized the analyzed data and presented it to some interviewees for review." Clarify how many interviewees were involved in member checks and the feedback received from them.

"The value of the kappa coefficient ranges from -1 to +1... In this research two experts reviewed the work." Provide more details on the training given to the coders and any steps taken to resolve discrepancies in coding.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

"One of the most significant global discussions in the past decade has been about human capital." This sentence could benefit from specific examples or case studies to illustrate the global discussions mentioned.

"On the other hand closed innovation... endangers organizational productivity." Please provide empirical evidence or references to support the claim that closed innovation endangers organizational productivity.

"The present study employs a mixed-method approach and falls under the category of qualitative research designs." Clarify the mixed-method approach used, particularly how quantitative methods were integrated with qualitative research.

"Factors such as experience position education relevance to the topic interest and availability for interviews were considered in selecting these individuals." Provide more details on how these criteria were measured and ensured during participant selection.

Ensure consistency in the presentation of data within the table. For instance, ensure that all categories have a similar level of detail in their open codes.

"To ensure research validity the researcher employed member checks data source triangulation and peer review." Specify how each of these validity checks was conducted. For example, how were member checks performed?

"This approach improved the breadth and depth of data demonstrating proper triangulation by examining the phenomenon from various sources." Provide examples of different data sources used and how they contributed to triangulation.

Ensure that the significance levels for all questions are clearly presented. It is currently unclear for rows 2 through 7.

"The steps of qualitative analysis of the interviews using the grounded theory method with the Glaser approach are detailed." Include a summary of the main findings from each step of the qualitative analysis for clarity.

"Of the 216 extracted open codes 145 were of lesser importance and were removed leaving 71 codes for quantitative evaluation." Explain the criteria used to determine the importance of codes and the process for their elimination.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.