

Structural Modeling of the Relationship Between Organizational Factors and Negative Job Outcomes Mediated by Job Characteristics Among Teachers in Urmia

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1. Round 1

1.1. Reviewer 1

Reviewer:

The sentence "Society as a super system comprises numerous subsystems each holding its significance" could be more precise. Consider specifying the subsystems relevant to the study to enhance clarity and relevance to the educational context.

The term "job plateau" is introduced but not immediately defined. It would be beneficial to provide a brief definition or context for this concept when first mentioned to avoid confusion.

The sample size calculation based on the Morgan table is mentioned without justification. It would be helpful to include the rationale behind choosing this table over other sampling methods to reinforce the study's methodological rigor.

The text mentions a "proportional stratified random sampling" method but does not describe how the strata were defined or why this method was chosen. A more detailed explanation would improve the transparency of the sampling process.

The description of the "Job Plateau Questionnaire" lacks detail about how the scoring was interpreted and whether any reliability testing was done on this specific population. This information is crucial for understanding the validity of the measures used.

The section describing the "Organizational Identity Questionnaire" should explain the dimensions of membership, loyalty, and similarity more explicitly, as these are critical to understanding the construct being measured.

The sentence "the validity of the present questionnaires was confirmed using the Average Variance Extracted (AVE)" would benefit from a brief explanation of AVE and its importance, especially for readers unfamiliar with this statistical measure.

The table lists standard deviations and other descriptive statistics but lacks an interpretation of these values. Including a brief discussion on the implications of these statistics for the study's findings would be beneficial.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The discussion on "organizational silence" could benefit from a clearer explanation of its causes. The current explanation seems abrupt and might be confusing for readers unfamiliar with the term.

The sentence "intention to leave reflects employees' interest in seeking alternative jobs and leaving the organization" is redundant with the preceding sentence. Consider merging or refining these sentences to avoid repetition.

The phrase "organizational factors specifically examining organizational support and organizational identity" is vague. Consider specifying which aspects of these organizational factors are being examined and how they relate to the study's hypothesis.

The rejection of certain hypotheses based on t-values less than 1.96 is noted. However, there is no discussion on why these particular relationships might have been nonsignificant. Adding a rationale for these findings would enhance the discussion.

The phrase "This means that with an increase in organizational identity and organizational support..." is repeated multiple times throughout the discussion. Consider varying the language to maintain reader engagement and avoid redundancy.

The explanation of organizational identity and its impact on reducing turnover is insightful but could be strengthened by linking this discussion to specific findings from the study's results section.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.