

Explaining Transformational Leadership with Emphasis on Quality of Work Life and Professional Commitment of Medical Sciences Employees in Iran

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1. Round 1

1.1. Reviewer 1

Reviewer:

The description of the "simple random sampling" method lacks detail on how randomization was ensured. Clarifying this process, including the software or approach used, would strengthen the methodology's transparency.

While the study employs the Morgan sample size estimation, a justification for using this method over others is missing. Adding a comparison with other sampling methods would help justify its appropriateness for this research.

"Cronbach's alpha coefficient was used...": While Cronbach's alpha is mentioned, the specific values for each questionnaire dimension should be provided. These details will enhance the credibility of the reliability analysis.

"Managers should delegate challenging responsibilities...": This recommendation could be more actionable. Specify what types of responsibilities are suitable for delegation in a medical sciences setting, and how delegation could be monitored to ensure alignment with transformational leadership principles.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The definition of "Quality of Work Life" (QWL) relies on secondary sources. Consider expanding the discussion by providing additional primary research data to support the claims. For example, you could include recent statistical evidence on the effects of QWL on employee retention in the medical sciences sector.

"Transformational leaders prioritize effectiveness over efficiency...": The distinction between effectiveness and efficiency in this context is ambiguous. Please clarify how transformational leaders balance these priorities and provide a more detailed explanation of their impact on organizational performance.

It would be beneficial to expand the discussion on why the Kolmogorov-Smirnov test was chosen for normality testing. Also, the reasoning behind rejecting the null hypothesis needs further elaboration to connect it clearly with the choice of second-generation methods.

The significance levels of 0.001 for all variables suggest highly significant results. However, discussing the practical implications of these findings would add depth to the results interpretation. It's important to highlight how these statistical results translate to real-world contexts in medical science workplaces.

The explanation of the GoF coefficient is brief. Adding further context, such as explaining what a GoF coefficient of 0.021 represents relative to other research models in similar studies, would enhance clarity.

"If factors such as managing the organization ethically...": This section could benefit from examples or case studies where these factors were successfully implemented in healthcare organizations. This would provide practical insights for the reader.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.