

# Presentation of an Employee Prestige Model: Case Study of the General Directorate of Prisons in Lorestan Province


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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

"The need within an individual drives them to engage in activities and work." - This sentence would benefit from a citation. Could you provide a source to support this assertion about human motivation?

"Both of which are high-level needs in Maslow's hierarchy of human needs (Gurtoo 2019)." - Ensure the citation style is consistent and check if Gurtoo (2019) is the correct reference for Maslow's hierarchy.

"Data analysis was conducted using NVIVO version 11 for qualitative data and SPSS version 26 SMART PLS version 3 and EXCEL version 2019 for quantitative data." - Clarify the specific types of analyses conducted with each software package. For instance, what specific features of NVIVO were utilized?

"The validity of the questionnaire (employee prestige) was calculated to be 0.905 and its reliability was 0.817." - Define the methods used to calculate validity and reliability. What tests or procedures were applied?

"The Central Prison of Khorramabad has a population of 132 with a model validation sample of 29 and an exploratory research sample of 85." - Explain the rationale behind the different sample sizes for model validation and exploratory research. How were these numbers determined?

"For the calculation of reliability between two coders three interviews were analyzed." - Describe the process and criteria for coding in more detail. How were disagreements between coders resolved?

Authors revised the manuscript.

### 1.2. Reviewer 2

Reviewer:

"Articles 22, 19, 2, 39, and 47 of the Constitution..." - For clarity, please provide the full name and year of the constitution being referenced. This will help readers unfamiliar with Iranian laws.

"Attention to preserving human dignity within organizations is a novel concept regarding human values in organizations (Kim et al. 2018)." - This statement could be expanded. What specific aspects of human dignity are novel in organizational behavior?

"The statistical population in the quantitative section includes all employees of the General Directorate of Prisons in Lorestan Province totaling 530 individuals out of which 405 individuals (for validating the research model) were selected using systematic random sampling." - Provide more detail on the systematic random sampling method. How were the 405 participants chosen specifically?

"The technological perspective of green human resource management has a Cronbach's alpha of 0.906 with 9 questions." - While Cronbach's alpha values are reported, it would be beneficial to briefly interpret these values. What do these high alpha values indicate about the scales used?

"Social prestige has long been considered in various societies." - This statement would be strengthened by referencing seminal works or key studies that have explored the concept of social prestige historically and in contemporary contexts.

"Islamic texts emphasize the status and prestige of those who strive in God's path (Mujahideen fi Sabilillah)." - This is a strong claim that requires citation. Please provide references to the specific texts and scholars supporting this statement.

"Modern societies have realized that governance or managing organizations requires tools beyond just laws and regulations." - Cite specific studies or examples of modern organizations that have successfully implemented employee prestige models as part of their management strategies.

Authors revised the manuscript.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.