




Development of a Structural Model for Predicting Organizational Performance of Bank Employees in Western Tehran Branches Based on Career Path Resilience and Psychological Capital: The Mediating Role of Professional Ethics

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R e v i e w e r s

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1. Round 1

1.1. Reviewer 1

Reviewer:

In the methodology section, specify the exact structural equation modeling software or tools used. This will provide transparency and replicability for readers.

The transition between career path resilience and psychological capital could be clarified. Consider adding a bridging sentence to explain how both constructs independently contribute to organizational performance.

Clarify the rationale behind using convenience sampling, and discuss potential limitations this sampling method might introduce in terms of generalizability.

Provide additional information on the validation of the questionnaires in different cultural contexts, especially given the focus on Tehran bank employees.

The correlation matrix could benefit from highlighting significant relationships (e.g., in bold) to aid readers in identifying key results quickly.

The use of Mahalanobis distance to address multivariate normality is well-described. However, provide a brief justification for the cutoff values used for skewness and kurtosis.

Consider adding a section that discusses the implications of psychological capital for future organizational training programs, as this could provide actionable insights for practitioners.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The sentence "Organizational performance is associated with the progress and improvement of an organization" could benefit from a reference to seminal work in this area, such as Kaplan and Norton's Balanced Scorecard, to provide historical context.

The discussion on resilience could be enhanced by integrating recent empirical findings on resilience in organizational settings, particularly those examining the role of resilience in employee retention.

When citing "London (1983) proposed three subsets for career path resilience," consider adding more recent sources to show developments in the theory since its initial proposal.

Explain the theoretical justification for including specific indicators in the measurement model. This would help readers understand why particular constructs were chosen to represent the latent variables.

For clarity, consider providing an explanation of the standardized coefficients to help readers interpret the effect sizes.

Add more detailed labeling to Figure 1, such as full names of latent variables or indicators, to make the model more interpretable for readers.

When discussing the results on career path resilience, refer to specific examples or cases from previous research to add depth to the interpretation.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.