

# An Analysis of the Impact of Cultural Knowledge on the Job Success of Managers in the General Department of Sports and Youth of Kerman Province




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E d i t o r	R e v i e w e r s
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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The introduction discusses global trends but doesn't sufficiently link them to the specific context of Kerman Province. Adding a paragraph to connect global challenges to the regional setting would enhance relevance.

The claim that "96.2% of the variance in the job success variable is explained" is impressive but might raise questions about overfitting. Clarify whether cross-validation was performed to confirm the robustness of the regression model.

Include effect sizes alongside p-values to help readers assess the practical significance of the correlations reported.

The path coefficient of 0.975 seems unusually high. Discuss potential reasons, such as latent variable definitions or model constraints, to preempt skepticism from readers.

These figures lack detailed captions. Consider adding explanations for what the coefficients represent and their implications for the hypotheses.

The statement "organizational conflicts are resolved with adequate managerial awareness" oversimplifies a complex issue. Add nuance by discussing the role of mediating factors like team dynamics.

Authors revised the manuscript and uploaded the new document.

## 1.2. Reviewer 2

Reviewer:

The phrase "the assumptions and principles we learn or practice in sports management quickly become outdated" is vague. Specify which principles or assumptions are referred to here.

The description of the sampling process could benefit from more details. For instance, explain how random stratified sampling was implemented to ensure representativeness across different management levels.

While VIF values are provided, consider explicitly stating how the multicollinearity issue was addressed during regression analysis to enhance transparency.

While the indices meet standard thresholds, the manuscript should briefly explain why these specific indices ( $R^2$ ,  $Q^2$ ,  $F^2$ , GOF) were selected.

The assertion that "managers with cultural knowledge make low-error decisions" needs more empirical support or a direct citation linking this finding to previous studies.

The conclusion about "modern recruitment approaches" is compelling but underexplored. Include examples or suggestions for these approaches to strengthen the argument.

Authors revised the manuscript and uploaded the new document.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.