

# Identification of Strategic Human Capital Components and Examination of Its Impact on Innovative Work Behaviors with Job Embeddedness Moderation

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## Editor

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The claim about two-thirds of the top 500 global companies prioritizing human capital needs a clearer citation. It would be helpful to provide the exact source or clarify how this data was obtained, as it is a significant claim that impacts the credibility of your argument.

The selection criteria for the expert sample are clear, but it would be helpful to provide the rationale behind the choice of 5 years of experience. Is this standard in the field? What qualifications or expertise did the researchers expect from participants?

The phrase "library study tools" is vague. Could you clarify what specific resources, databases, or tools were used in the systematic review and Delphi process?

Please specify the methods used to assess the structural validity and reliability of the quantitative data. Did you use statistical techniques such as Cronbach's alpha, factor analysis, or others? Providing these details will help readers understand the rigor of your validation process.

Authors revised the manuscript and uploaded the new document.

## 1.2. Reviewer 2

Reviewer:

The citation of Alam (2022) should be expanded. Please provide more context about Alam's findings to better establish the relevance of this reference within the scope of your argument.

While the reference to the Resource-Based View (RBV) is clear, a brief explanation or definition of the concept for readers unfamiliar with it would strengthen this section.

This section could be improved by explicitly linking the components of human capital (such as skills, experience, and knowledge) to specific organizational outcomes. It would be helpful to briefly explain how these factors contribute to competitive advantage in practice.

It would be beneficial to provide more details on the nature of this relationship. Does strategic human capital affect specific employee behaviors (e.g., productivity, engagement)? Further elaboration would strengthen the link between strategic human capital and employee performance.

This statement introduces the context of the study without sufficient explanation. Please briefly explain why Iraqi organizations, particularly in Karbala, are relevant to the study of strategic human capital. What makes this context unique?

It would be beneficial to provide more specific details about what "developmental research" and "action-oriented paradigm" mean in this context. Are there particular theoretical frameworks or methods that guide this orientation? Please clarify for readers unfamiliar with these terms.

While the path coefficient is presented clearly, more context about its practical significance would be helpful. What does a coefficient of 0.64 imply about the strength of the relationship? It would be useful to include effect size interpretation and reference relevant thresholds for significance.

The explanation of the moderation effect is clear, but further clarification on the conceptual relationship between job embeddedness and innovative work behavior would benefit the reader. Why does job embeddedness have this moderating effect? A brief theoretical explanation would enhance the interpretation.

It would be helpful to provide a brief explanation of each of the three dimensions. How are these dimensions operationalized in the context of Karbala's municipal offices? Are they defined by specific behaviors or outcomes?

Authors revised the manuscript and uploaded the new document.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.