


Examining the Relationship Between Ethical Climate and Organizational Commitment with the Mediating Role of Organizational–Professional Conflict in Educational Settings of Physical Education and Sport Sciences

Shams. Farahnaz¹, Gholami. Naser^{1*}



¹ Department of Physical Education, Farhangian University, Tehran, Iran

* Corresponding author email address: shamsfarahnaz@yahoo.com

Editor

Khaliquzzaman Khan
Associate Professor, School of
Business Administration, Al Dar
University College, United Arab
Emirates
khaliquzzaman.khan@aue.ac

Reviewers

Reviewer 1: Manijeh Haghighinasab
Assistant Professor, Department of Management, Alzahra University, Tehran, Iran
Email: haghighinasab@srbiau.ac.ir
Reviewer 2: Mehrdad Bayat
Assistant Professor, Department of Management, Payam Noor University, Tehran,
Iran.
Email: bayatmehrdad60@pnu.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

The paragraph beginning “In modern educational and organizational contexts...” would benefit from stating the research gap earlier. At present, it broadly discusses ethics without clearly indicating what specific gap in literature or context (e.g., Iranian physical education settings) the study fills.

The sentence “Such conflicts may arise when teachers perceive that their autonomy or ethical integrity is compromised...” identifies a good practical problem but lacks empirical evidence or local data. Consider citing prior Iranian or regional studies to contextualize this phenomenon.

Throughout pages 3–5, there is some conceptual redundancy between “ethical climate,” “organizational climate,” and “moral culture.” These constructs should be more clearly delineated in their theoretical origins and roles in the model.

The introduction references multiple theories but does not identify a guiding framework. Consider explicitly stating whether Victor and Cullen’s (1988) typology or another ethical climate framework underpins the study, and visually linking it to the hypothesized model.

The paragraph beginning “Interestingly, the present study found that organizational–professional conflict...did not serve as a mediator” should provide a deeper explanation of potential statistical suppression or indirect effects, given the significant correlations observed earlier.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

In the section “Organizational climate is a multifaceted construct...”, the claim about “trust, collaboration, and transparency” improving satisfaction is correct but overgeneralized. Suggest supporting with a theoretical framework (e.g., Denison’s model or Schneider’s climate theory) for conceptual grounding.

In “Leadership plays an integral role in shaping the ethical tone...”, consider clarifying how leadership moderates or mediates the relationship between ethical climate and commitment. Currently, the paragraph discusses leadership importance but does not connect it statistically or theoretically to the proposed mediation model.

In the line “scores from the Impression Management Questionnaire... were included as a control variable in the regression model”, specify whether this variable was mean-centered and how multicollinearity was tested, as impression management can correlate with predictors.

In “role conflict is not a significant mediator...”, provide the statistical value (e.g., Sobel test, bootstrapping confidence interval) to support this conclusion. The description currently lacks inferential statistics for mediation.

In “environments focused on self-interest or institutional pragmatism may paradoxically reduce overt conflict...”, this interpretation is intriguing but speculative. Recommend linking this reasoning to theoretical literature (e.g., ethical silence theory or moral disengagement) to avoid over-interpretation.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor’s decision after revisions: Accepted.

Editor in Chief’s decision: Accepted.