

# A Deep Learning Framework for Modeling the Impact of Transformational Leadership and Organizational Climate on Continuous Innovation Capability


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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The statement “the mechanisms through which transformational leadership and organizational climate jointly shape continuous innovation capability remain insufficiently modeled” would benefit from explicitly naming at least two dominant prior modeling approaches and explaining why they are insufficient.

The paragraph defines transformational leadership dimensions; however, the paper never later tests these dimensions as a second-order construct. The authors should clarify whether transformational leadership was modeled as a latent higher-order factor or as aggregated subscales.

The authors state “Data were standardized” but do not specify the method (z-score, min–max). This omission affects reproducibility and must be clarified.

The manuscript states “multiple hidden layers” but does not specify number of layers, neurons per layer, or dropout rates, which are essential for scientific replication.

Authors revised the manuscript and uploaded the new document.

## 1.2. Reviewer 2

Reviewer:

The claim “deep learning provides powerful methodological tools” requires a brief conceptual justification explaining why neural networks are theoretically appropriate for organizational behavior phenomena beyond predictive performance.

The sampling description mentions “multi-stage stratified sampling,” yet the strata (industry, size, region) are not numerically specified. Please report exact stratum proportions and final sample composition.

The justification “exceeding minimum sample size requirements for deep learning” should cite specific heuristics or formulas (e.g., parameters-to-sample ratio or learning curve justification).

The phrase “Cronbach’s alpha coefficients exceeding acceptable thresholds” must report exact alpha values for each construct in the text or an appendix.

When stating “Confirmatory factor analysis was then performed...” the paper should report model fit statistics ( $\chi^2$ , CFI, TLI, RMSEA, SRMR) to establish construct validity before model training.

Authors revised the manuscript and uploaded the new document.

## 2. Revised

Editor’s decision after revisions: Accepted.

Editor in Chief’s decision: Accepted.