Predictive Modeling of Innovation Failure Risk from Organizational Stress, Workload Distribution, and Team Conflict Using Machine Learning Classification

Daniel. Thompson[1], Nur Aisyah. Rahman[2]*, Priyanka. Deshmukh[3]

[1] Department of Organizational Behavior, University of British Columbia, Vancouver, Canada
[2] Department of Human Resource Development, Universiti Malaya, Kuala Lumpur, Malaysia
[3] Department of Human Resource Management and Organizational Behavior, Indian Institute of Management Calcutta, Kolkata, India

* Corresponding author email address: nuraisyah.rahman@um.edu.my

Editor	Reviewers
Mohd Aminul Karim Professor of University of Malaya, Kuala Lumpur; former visiting Professor at China Foreign Affairs University, Beijing mdaminulkarim1967@hotmail.com	**Reviewer 1:** Hamid Rezaiefar Assistant Professor, Department of Management, Birjand Branch, Islamic Azad University, Birjand, Iran. Email: h.rezaiefar@iaubir.ac.ir **Reviewer 2:** Mohammad Esmaeil Fadaeinejad Associate Prof., Department of Financial Management and Insurance, Shahid Beheshti University, Tehran, Iran. Email: m-fadaei@sbu.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

In "When innovation teams experience disproportionate task burdens or ambiguous role expectations…", please clarify whether role ambiguity is empirically operationalized later as part of organizational stress, workload distribution, or treated as an independent dimension.

The statement "Average organizational tenure was 6.3 years" would benefit from reporting standard deviation or range to describe sample dispersion.

The sentence "interaction term generation and polynomial feature expansion" requires clarification on which specific interactions were retained after feature selection.

In addition to the reported metrics, consider reporting confidence intervals for AUC to better reflect model stability.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The claim that traditional regression models fail to capture complexity is stated but not demonstrated. Please add a short comparative justification or reference example illustrating why regression is insufficient for the present dataset.

The paragraph beginning with "Healthcare research offers particularly compelling insights…" would benefit from an explicit rationale explaining why healthcare findings are transferable to innovation-driven organizations.

The research gap is clearly stated; however, the phrase "few studies have operationalized these constructs within predictive machine learning frameworks" should be supported by one or two brief contrasting examples from prior literature.

Please specify the exact inclusion and exclusion criteria beyond "actively involved in at least one innovation project," to improve replicability.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.
Editor in Chief's decision: Accepted.