Investigating the Impact of Organizational Learning and Innovation on Sustainable Human Resource Development in Hospitals of Kermanshah

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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 describes relationships between organizational learning, innovation, and sustainable human resource development; however, these relationships are not anchored in a formal theoretical model (e.g., dynamic capabilities theory, knowledge-based view, or human capital theory). Please explicitly introduce and explain a theoretical framework that justifies the hypothesized relationships and guides the structural model.

The sentence "Hospitals, in particular, represent knowledge-intensive institutions where the quality of healthcare delivery is directly dependent on the competencies, adaptability, and sustainability-oriented development of human resources." requires further elaboration. Please explain why hospitals provide a uniquely appropriate setting for studying sustainable human resource development compared to other knowledge-intensive sectors.

You mention that organizational learning was measured based on Senge's model. Please explain why this model was selected over alternative organizational learning models. Provide justification for its relevance to healthcare organizations.

The sentence "This scaling method was selected because it allows respondents to express varying levels of agreement." is insufficient. Please justify why a 5-point scale was selected instead of a 7-point scale, which is often preferred for SEM due to greater sensitivity.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The sentence "Organizational learning provides the knowledge foundation necessary for innovation, while innovation creates new opportunities for learning and organizational development." suggests conceptual overlap. Please clarify whether learning and innovation are modeled as independent constructs, sequential constructs, or mutually reinforcing constructs. This distinction is essential for structural validity.

Please provide a stronger justification for choosing SEM instead of regression analysis or covariance-based SEM. Also clarify whether the goal was prediction or theory testing.

The sentence "participants were randomly selected from each stratum in proportion to its size in the overall population" lacks procedural transparency. Please explain how the sampling frame was constructed, how randomization was implemented, and how proportional allocation was calculated.

Please explain the full questionnaire development process, including item generation, adaptation, pilot testing, translation procedures, and refinement steps.

Authors revised the manuscript and uploaded the new document.

2. Revised

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