





Predicting the job performance and job satisfaction of male teachers based on the psychological climate prevailing in the education organization

Abbas. Ahmadianipay^{1*}, Siddiq. Eltiamina², Nazgol. Eltiamina², Nematolah. Eltiamina³

¹ Master of General Psychology, Yasouj Branch, Islamic Azad University, Yasouj, Iran

² Master of Educational Sciences, Curriculum Planning, Meimieh Branch, Islamic Azad University, Meimieh, Iran



³ Master of Clinical Psychology, Yasouj Branch, Islamic Azad University, Yasouj, Iran

* Corresponding author email address: n.pardis2014@gmail.com

Editor

Azar Kafashpoor 
Professor, Department of
Educational Management and
Human Resource Development,
Ferdowsi University of Mashhad,
Mashhad, Iran
kafashpor@um.ac.ir

Reviewers

Reviewer 1: Abbas Monavarian 
Professor, Management Department, Tehran University, Tehran, Iran.
Email: amonavar@ut.ac.ir
Reviewer 2: Rezvan Hosseingholizadeh 
Associate Professor, Department of Educational Management and Human Resource
Development, Ferdowsi University of Mashhad, Mashhad, Iran. Email:
rhgholizadeh@um.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer: The study contributes valuable insights into the impact of psychological climate on male teachers' job performance and satisfaction. With further refinement and addressing the above comments, the article could be a significant addition to the field of educational management and psychology. The topic is of high relevance, especially in the current educational climate, seeking to enhance teacher effectiveness and organizational health.

1. Conceptual Framework:

- The article is grounded in a relevant and timely issue, considering the psychological aspects of educational environments and their impact on job performance and satisfaction. The objectives and the hypotheses are clear and pertinent.

2. Methodology:

- The methodology is adequately detailed, explaining the descriptive-correlational design, sampling methods, and tools used for data collection. However, the sampling method could be more robust to enhance the generalizability of the study.

3. **Results and Analysis:**
 - The article presents a significant relationship between the psychological atmosphere of organizations and both job satisfaction and performance of male teachers. It successfully uses statistical methods to support its findings, yet a deeper analysis of the causative factors and their interrelationships would strengthen the argument.
4. **Discussion:**
 - The discussion aligns well with the literature and the findings, providing insights into the implications of a positive psychological climate. It is commendable that the paper relates its findings with existing theories and studies.
2. **Minor Comments:**
 1. **Literature Review:**
 - The literature review is comprehensive but could benefit from including more recent studies or a wider variety of perspectives, especially from international contexts.
 2. **Presentation and Organization:**
 - The paper is generally well-organized. However, some sections could be condensed or expanded for clarity and conciseness. Consider revising to avoid repetition and enhance the flow of arguments.
 3. **Data Presentation:**
 - Tables and figures are informative. Ensure all are clearly labeled and explained within the text.
 4. **Language and Grammar:**
 - Minor grammatical and typographical errors need addressing to maintain the academic integrity of the paper.
3. **Recommendations:**
 - **Revision Required:**
 - The article should undergo moderate revision. The authors need to address the methodological limitations, possibly by discussing how a different or more diverse sample might affect the results.
 - Incorporating additional theoretical frameworks or comparative analysis with different educational settings could provide a more nuanced understanding of the psychological climate's impact.
 - Clarify and strengthen the causal relationships suggested between psychological climate and the job performance and satisfaction outcomes.

Authors revised and submitted document.

3.1. Reviewer 2

Reviewer: The study investigates the relationship between the psychological climate of educational organizations and the job performance and satisfaction of male teachers in Tehran. Through a survey of 162 male teachers, it aims to provide empirical insights into how the work environment affects educational professionals.

- 1) The research contributes to the body of knowledge in educational psychology by linking organizational climate with teacher satisfaction and performance. While the theoretical underpinnings are strong, further exploration into specific psychological climate dimensions would enhance understanding.
- 2) The use of a correlational design is appropriate for the research objectives. However, consideration of additional or alternative research designs, such as a longitudinal study, could provide deeper insights into the temporal nature of the studied relationships.
- 3) The application of Pearson's correlation and regression analysis is methodologically sound. However, the report could benefit from additional statistical tests to control for potential confounding variables or a more detailed exploration of the data distribution and assumptions underlying the employed statistical tests.

- 4) The authors are encouraged to revise the paper, considering the detailed expansion of the theoretical framework, and possibly integrating additional empirical or theoretical perspectives.
- 5) Addressing the sample diversity and expanding the geographical or demographic scope could significantly increase the study's impact and relevance.
- 6) Elaborate on how these findings can be integrated into practical strategies for educational administrators and policy developers.

Authors revised and submitted document.

4. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.