

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


Mojtaba. Binyaz^{1*}, Ruholah. Azizzadeh¹, Firoz. Arefzadeh²

¹ BA in General Psychology, Department of Psychology, Yasouj University, Yasouj, Iran



² Bachelor of Religion and Arabic, Shahid Rajaei Teacher Training Center of Shiraz, Shiraz, Iran.

* Corresponding author email address: binyazm1371@gmail.com

Editor

Mehdi Rostami
Department of Psychology and
Counseling, KMAN Research
Institute, Richmond Hill, Ontario,
Canada
mehdirostami@kmanresce.ca

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 article offers an interesting examination of the effects of psychological climate on male teachers' job performance and satisfaction. The use of a quasi-experimental design and statistical analysis through SPSS-24 lends credibility to the study's findings. However, for a more comprehensive contribution to the field, the following revisions are suggested:

- Provide more information on the construction and validation of the researcher-made job attachment questionnaire, ensuring its reliability and relevance to the study's aims.
- While the analysis of variance is a robust choice, consider explaining the choice of this method in more detail or exploring additional analytical techniques to corroborate findings.
- Clearly articulate actionable recommendations for educational institutions and policymakers based on the study's findings.

Response: Revised.

1.2. Reviewer 2

Reviewer: delves into the crucial area of psychological climate in educational settings. The research's correlation and regression analyses add value to understanding the dynamics affecting teacher performance and satisfaction. To further enhance the manuscript's contribution to educational psychology please consider:

- 1) Improve the clarity and presentation of data, ensuring that tables and figures are not only informative but also clearly tied to the narrative Elaborate on how educators, administrators, and policymakers can practically apply the findings. Suggest specific strategies or programs that could be implemented based on the study's results.of the results and discussion sections.
- 2) Given the study involves human participants, ensure that the manuscript adequately discusses the ethical considerations and measures taken to protect participants' rights and well-being.

Addressing these suggestions will enhance the manuscript's rigor, relevance, and readability, contributing significantly to the discourse on the role of psychological climate in education.

Response: Revised.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.