

Presenting and explaining a model for developing human resources policies in education

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E d i t o r

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R e v i e w e r s

Reviewer 1: Abbas Monavarian^{id}
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1. Round 1

1.1. Reviewer 1

Reviewer: The article presents a model for developing human resource policies in educational settings, highlighting the importance of innovative HR management for creating value and sustainable competitive advantages. Employing a qualitative grounded theory methodology, the study synthesizes data from an extensive literature review to propose a dynamic and continuous planning model aimed at improving employee performance and achieving organizational goals.

1. Critical Evaluation:

- **Objective and Novelty:** The objective to develop a dynamic human resources policy model in education is timely and holds potential for significant impact. The novelty lies in its approach to integrate various dimensions of HR policies for fostering innovation in educational settings.
- **Methodology Appropriateness:** The qualitative grounded theory approach is suitable for the exploratory nature of this research. The study's rigorous methodological process, including theoretical sampling and saturation, provides a solid foundation for the proposed model.

- **Results & Validation:** The study effectively categorizes various dimensions and components of HR policies into a coherent model. The use of Kendall's coefficient for reliability estimation is commendable. However, further empirical validation in real-world settings would enhance the model's credibility and applicability.
- **Relevance & Implications:** The model addresses a critical aspect of educational administration - the development of HR policies that foster innovation and employee development. Its implications for educational leaders and policy makers are significant, offering a structured approach to enhancing organizational performance through strategic HR management.

2. Constructive Feedback:

- **Expand Empirical Evidence:** Future iterations of the research should aim to include case studies or empirical validations of the model in diverse educational settings.
- **Clarity in Definitions:** Ensure that all terminologies, especially those unique to the model, are clearly defined and contextualized within existing literature for better understanding and applicability.
- **Address Generalizability:** Discuss the model's applicability across different educational contexts, including potential limitations and adaptability to various cultural and organizational settings.
- **Update and Broaden Literature:** Incorporate more recent and globally diverse studies to ensure the model's relevance and adaptability to current and varied educational environments.

3. Overall Recommendation:

The article provides a valuable contribution to the field of human resource management in education. It is recommended for publication with minor revisions, particularly focusing on expanding empirical evidence and ensuring the model's adaptability and clarity. The study's innovative approach and practical implications hold promise for significant contributions to educational management practices.

4. Closing Remarks:

The author is commended for addressing an important and complex area in educational management. The development of a comprehensive model for human resource policies in education is a commendable endeavor, and with further refinement and empirical support, this work will greatly benefit the academic community and practitioners alike.

Response: Revised.

4.1. Reviewer 2

Reviewer: The manuscript aims to introduce a nuanced model for developing human resource policies within the educational sector, arguing the necessity for innovative and dynamic HR management strategies to enhance organizational performance and sustainability.

For Revision:

- The manuscript should be revised with a focus on enhancing empirical backing for the proposed model, broadening the literature base, and providing clear, real-world applicability scenarios.
- Clarify methodological aspects, particularly around data selection and model validation.

For Consideration:

- Reflect on the model's scalability and adaptability across various educational settings and cultures.
- Discuss potential limitations and address any biases that might influence the model's application.

* The manuscript presents a compelling and well-structured argument for the need for innovative HR policy development in education. The proposed model adds value to the field; however, it requires further empirical evidence and a more detailed discussion on its practical implementation to fully realize its potential. The author is encouraged to address the outlined areas in the revision to strengthen the manuscript's contribution to educational management literature.

Response: Revised.

5. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.