

## The relationship between teachers' personality traits and job involvement: mediation of early maladaptive schemas

Mehdi. Akhtarinejad<sup>1\*</sup>, Samira. Keshavarz<sup>2</sup>, Siros. Moradialvand<sup>3</sup>, Mahdi. Namjoo<sup>4</sup>

<sup>1</sup> Department of Psychology, Yasouj University, Yasouj, Iran

<sup>2</sup> Master of Clinical Psychology, Islamic Azad University, Yasouj Branch, Yasouj, Iran

<sup>3</sup> Master of Computer Engineering, Artificial Intelligence and Robotics, Shahid Chamran University, Ahvaz, Iran

<sup>4</sup> BA in Educational Psychology, Payam Noor University, Margon Branch, Margon, Iran

\* Corresponding author email address: mehdiaktari232@gmail.com

### Editor

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

### Reviewers

**Reviewer 1:** Abbas Monavarian<sup>id</sup>  
Professor, Management Department, Tehran University, Tehran, Iran.  
Email: amonavar@ut.ac.ir  
**Reviewer 2:** Rezvan Hosseingholizadeh<sup>id</sup>  
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: Thank you for your great work. I believe that incorporating these revisions will significantly enhance the robustness, relevance, and readability of the article, making it a valuable contribution to the literature on personality, early maladaptive schemas, and job involvement in educational settings.

- Expand Theoretical Context:** To provide a more comprehensive understanding, consider integrating a broader range of theoretical perspectives on personality, job involvement, and early maladaptive schemas. This would enrich the study's foundational underpinnings and allow for a more nuanced discussion of the findings.
- Enhance Methodological Detailing:** Provide more in-depth information about the sampling strategy and criteria for participant selection. Detailing the representativeness and diversity of the sample can significantly affect the perceived reliability and generalizability of the study.
- Improve Measurement Tools Discussion:** Elaborate on the development, reliability, and validity of the instruments used, particularly the NEO-FFI and the Young Schema Questionnaire-Short Form (YSQ-SF). Discuss any adaptations made for the study context and how these might affect the results.

4. **Deepen Analysis:** While the use of Pearson's correlation and Bootstrap test is appropriate, considering additional statistical analyses could provide further insights. Advanced methods might better capture the complexity of relationships between personality traits, early maladaptive schemas, and job involvement.
5. **Clarify and Expand Results Section:** Offer a clearer explanation of the statistical findings and how they specifically relate to the study's hypotheses. Expanding on the implications of significant and non-significant relationships will provide readers with a deeper understanding of the study's contributions.
6. **Strengthen Practical Implications:** Articulate more clearly how the findings can be applied in educational settings, particularly in terms of developing interventions or policies aimed at enhancing job involvement through personality and schema assessments.
7. **Address Limitations More Comprehensively:** Expand the discussion of limitations to include reflections on how these might affect the interpretation of results and the implications for practice. Consider how future research can address these limitations.
8. **Suggestions for Future Research:** Provide more specific directions for future studies, including potential comparative research across different educational settings or longitudinal studies to track the impact of interventions on job involvement over time.

Authors revised the manuscript.

### 1.2. Reviewer 2

Reviewer: I think this work can be published after considering a few revisions according to the following comments:

- 1- Discuss the choice of research design in greater depth, including its limitations and strengths. If possible, propose a mixed-method approach for future iterations to supplement quantitative findings with qualitative insights.
- 2- Recommend a critical reevaluation of the measures used for assessing personality traits and early maladaptive schemas. If there are more recent or contextually relevant instruments available, encourage their consideration.
- 3- Encourage a discussion on potential biases in the study, including confirmation bias, selection bias, or response bias, and suggest methods for mitigating these in future research.

Authors revised the manuscript.

## 2. Revised

Editor in Chief's decision: Accepted.