

The Effectiveness of Basic and Advanced Communication Skills Training on the Quality of Interpersonal Relationships and Organizational Commitment


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1. Round 1

1.1. Reviewer 1

Reviewer:

The inclusion and exclusion criteria for selecting participants are mentioned, but there is no explanation of why scoring below 65 on the Monajemizadeh Interpersonal Relationship Questionnaire was chosen as a threshold. Provide a rationale for this specific cutoff point.

The sources used for the communication skills training package are listed. It would be helpful to briefly describe how these sources were integrated into the training sessions and if any modifications were made to suit the study context.

The control group did not receive any training. Consider adding a statement explaining how the control group's activities were monitored to ensure they did not engage in any similar training independently.

Authors uploaded the revised manuscript.

1.2. Reviewer 2

Reviewer:

The abstract states, "The lack of an appropriate behavioral model and the necessary training in the socialization process leads to disruptions in social communications." Consider providing a specific example or context to clarify what is meant by "disruptions in social communications."

In the introduction, the statement "Many studies have been conducted on the importance of organizational communication" lacks specific references. Consider citing specific studies to strengthen the claim and highlight the gap your study aims to fill.

In the "Methods and Materials" section, further justification for the quasi-experimental design could be beneficial. Explain why this design was chosen over other possible designs (e.g., randomized controlled trial).

The "Data analysis" section mentions using covariance analysis and SPSS.22 software. Specify the assumptions checked for the ANCOVA, such as normality, homogeneity of variances, and the linearity of covariates.

In Table 2, the effect size for the significant impact on interpersonal relationships is reported as 0.074. Clarify whether this is a partial eta-squared value and discuss its interpretation in the context of your findings.

Authors uploaded the revised manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.