



The Impact of Psychological Safety on Voluntary and Deviant Work Behaviors of Physical Education Teachers with the Mediating Role of Organizational Voice

Ali. Choori^{1*} 



¹ Assistant Professor of Sports Management, Faculty of Humanities and Sports Sciences, Gonbadkavos University, Gonbadkavos, Iran

* Corresponding author email address: choori@gonbad.ac.ir

Editor

Khadijeh Irandoust 
Associate Professor, Department of
Sport Sciences, Imam Khomeini
International University, Qazvin,
Iran
irandoust@ikiu.ac.ir

Reviewers

Reviewer 1: Abul Hasan Bakibillah 
Department of Public Health, Faculty of Allied Health Sciences, Daffodil
International University, Dhaka, Bangladesh.
Email: ah.bakibillah71@gmail.com
Reviewer 2: Mehdi. Ghezselflo 
Assistant Professor, Department of Psychology, Gonbad Kavos University, Gonbad
Kavos, Iran. Email: ghezselflo@gonbad.ac.ir

1. Round 1

1.1. Reviewer 1

Reviewer:

Expand the literature review to more deeply integrate the study within existing research on psychological safety in educational settings.

Provide a more detailed justification for methodological choices, including sampling methods and statistical analysis tools. Address potential biases introduced by self-report measures and discuss strategies to mitigate these effects.

Deepen the discussion on the implications of findings, exploring potential underlying mechanisms.

Offer more detailed practical recommendations for fostering psychological safety in schools.

Thoroughly discuss limitations and suggest directions for future research, particularly longitudinal studies to explore causality.

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

Refine the manuscript for greater clarity in the methodology and findings discussions.

Elaborate on the statistical model fit indices to support the analysis's robustness.

Expand the discussion to more deeply relate findings to the broader literature on psychological safety and educational management.

Provide specific, actionable recommendations for educators and school administrators based on the study's findings.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.