




Job Burnout Mitigation: A Comprehensive Review of Contemporary Strategies and Interventions

Sepehr. Khajeh Naeeni¹, Nilofar. Nouhi²

¹ Department of Chemical Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1, Canada

² KMAN Research Institute, Richmond Hill, Ontario, Canada

* Corresponding author email address: skhajeh@lakeheadu.ca

Editor	Reviewers
Mehdi Rostami  Department of Psychology and Counseling, KMAN Research Institute, Richmond Hill, Ontario, Canada mehdirostami@kmanresce.ca	Reviewer 1: Azizreza Ghasemzadeh  Armada Medical Centre, Dubai, UAE. Email: aghasemzadeh@irimed.org Reviewer 2: Roodabeh Hooshbamandi  Department of Psychology and Counseling, KMAN Research Institute, Richmond Hill, Ontario, Canada. Email: rhooshmandi@kmanresce.ca

1. Round 1

1.1. Reviewer 1

Reviewer:

While the article covers a broad range of interventions, it could benefit from deeper analysis and critique of the empirical evidence supporting each category of intervention. Specifically, more critical evaluation of the strengths and limitations of individual studies would enhance the article's utility.

The review methodology is well-described but lacks discussion on the criteria for selecting and evaluating the quality of included studies. A more detailed explanation of the inclusion and exclusion criteria and the process for quality assessment would strengthen the article's methodological rigor.

The article mentions challenges in implementation and evaluation but does not provide detailed examples or solutions. Expanding this section to include specific challenges encountered in the studies reviewed and potential strategies to overcome these would be valuable.

The discussion on policy-driven approaches is relatively brief compared to other sections. Offering more examples of successful legislative changes or industry standards and analyzing their impact on reducing job burnout could make this section more impactful.

The conclusion highlights the need for comprehensive, multi-faceted approaches but could be expanded to include specific recommendations for future research, such as identifying gaps in the current literature and proposing new areas for investigation.

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

Refine sections for improved clarity, particularly around technology-based interventions.
Enhance the integration of findings by comparing the effectiveness of different intervention types.
Provide more detailed guidance on the practical implementation of interventions.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.