

Predicting Organizational Commitment by Rumination


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1. Round 1

1.1. Reviewer 1

Reviewer:

The cross-sectional nature of the study limits the ability to infer causality between rumination and organizational commitment. Future research could benefit from longitudinal or experimental designs to establish a clearer causal relationship.

The reliance on self-reported data might introduce bias. Incorporating objective measures or triangulating data sources could enhance the validity of the findings.

While the study strives for a diverse sample, the findings may not be universally applicable across all industries or cultural contexts. Further research in varied settings is recommended.

The paper suggests interventions like mindfulness training to reduce rumination but does not explore these in depth. Future studies could benefit from evaluating the effectiveness of specific interventions in reducing rumination and enhancing organizational commitment.

Response: Revised and uploaded the manuscript.

1.2. *Reviewer 2*

Reviewer:

To better establish causality, future studies should consider longitudinal designs or incorporate experimental interventions targeting rumination.

Employing a mix of quantitative and qualitative data collection methods, including objective measures of rumination and organizational commitment, could provide a more nuanced understanding of the relationship between these variables.

Conducting similar studies in various cultural and industrial contexts would help in understanding the universal applicability of these findings.

Detailed investigation into the effectiveness of interventions aimed at reducing rumination, such as mindfulness or cognitive-behavioral strategies, would be valuable. This could include assessing changes in organizational commitment pre and post-intervention.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.