


# Effects of Work-Life Balance Training Programs on Employee Job Motivation: A Quantitative Analysis

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

The convenience sampling method limits the generalizability of the findings. Future research could benefit from a more diverse and representative sample to enhance the external validity.

While the intervention is described, providing more detailed content about the training sessions could enhance the reproducibility of the study. Specific exercises, educational materials, and the rationale behind each session's focus would be beneficial.

The discussion acknowledges limitations related to the sample and measurement tools. Expanding this section to address potential biases (e.g., social desirability bias in self-reported measures) and the implications of these limitations on the findings would enhance the paper's credibility.

The conclusion suggests areas for future research but could be expanded to propose specific hypotheses or research questions arising from the current study's findings. Discussing potential mechanisms through which work-life balance training impacts job motivation could also guide future studies.

Response: Revised and uploaded the manuscript.

*1.2. Reviewer 2*

Reviewer:

It's mentioned that the control group continued with their usual activities without any intervention. Clarifying whether these activities were monitored or if any steps were taken to minimize other potential influences on job motivation could strengthen the study's internal validity.

The use of ANOVA with repeated measures is appropriate; however, including effect size measurements could provide further insight into the practical significance of the findings, alongside the statistical significance.

Integrating the findings with broader theories of motivation and organizational psychology would provide a deeper understanding of why work-life balance training impacts job motivation. This could also help in situating the study within the existing body of literature.

While the paper suggests that organizations implement work-life balance training, offering more detailed recommendations on how to design such programs effectively, based on the study's findings, would be valuable for practitioners.

Response: Revised and uploaded the manuscript.

**2. Revised**

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.