

Enhancing Job Motivation through a Targeted Burnout Workshop: A Randomized Controlled Trial


Rizwan Hassan. Bhat¹ , Roodi. Hooshmandi^{2*} 

¹ Lecturer, All India Institute of Physical Medicine and Rehabilitation, Mumbai, India



² Department of Psychology and Counseling, KMAN Research Institute, Richmond Hill, Ontario, Canada

* Corresponding author email address: roodihooshmand@kmanresca.ca

E d i t o r

Parvaneh Mohammadkhani 
Professor, Department of Clinical
Psychology, University of
Rehabilitation Sciences and Social
Health, Tehran, Iran. Email:
Pa.mohammadkhani@uswr.ac.ir

R e v i e w e r s

Reviewer 1: Seyed Ali Darbani 
Assistant Professor, Department of Psychology and Counseling, South Tehran
Branch, Islamic Azad University, Tehran, Iran
Ali.darbani@iau.ac.ir
Reviewer 2: Mehdi Rostami 
Department of Psychology and Counseling, KMAN Research Institute, Richmond
Hill, Ontario, Canada. Email: mehdirostami@kmanresca.ca

1. Round 1

1.1. Reviewer 1

Reviewer:

The randomized controlled trial design is a strength of the study, providing a rigorous framework for evaluating the intervention's effectiveness. However, the sample size of 40 participants may limit the generalizability of the findings. Future studies could benefit from a larger and more diverse sample to enhance the external validity of the results. Additionally, the study's reliance on self-reported measures of job motivation could introduce bias. Incorporating objective measures of job performance and well-being could provide a more comprehensive assessment of the workshop's impact.

The authors acknowledge the study's limitations, including the small sample size and the self-reported nature of the measures. Emphasizing the need for longitudinal studies to assess the long-term effects of the intervention is valuable. Future research could also explore the impact of individual differences (e.g., personality traits, job roles) on the effectiveness of the intervention.

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

The detailed description of the 8-session workshop is commendable, providing clear insights into the intervention's components. However, the study could be enhanced by providing evidence or references supporting the specific content and activities included in the workshop. Future iterations of the workshop could benefit from incorporating feedback mechanisms or adaptive content to address participants' unique needs and challenges more effectively.

The use of repeated measures ANOVA to analyze the data is appropriate and well-justified. The presentation of descriptive statistics, assumption checks, and detailed analysis results contributes to the study's transparency. Nonetheless, discussing the practical significance of the findings in addition to statistical significance could offer valuable insights into the intervention's real-world impact.

The study provides useful insights for organizational leaders and HR professionals interested in mitigating job burnout and enhancing employee motivation. Emphasizing the importance of tailoring interventions to specific workplace environments and incorporating them into broader employee well-being programs is particularly valuable.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.