





Challenges in the Reintegration of Disabled Individuals into the Workforce

Chidinma. Chikwe¹, Seyed Hadi. Seyed Alitabar^{2*}, Erwin A. William³, Zohreh. Zadhan²


¹ Department of Psychology, University of Toronto, Canada

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

³ Department of Counseling and Psychology, University of the Philippines Manila, USA


* Corresponding author email address: hadialitabar@kmanresce.ca

Editor

Dilek Soylu

Center for Psychotherapy,
Ibn Haldun University, Istanbul,
Türkiye
dileksoylu@ihu.edu.tr

Reviewers

Reviewer 1: Ayşe Şahin

Department of Counseling & Psychology, Ibn Haldun University, Istanbul, Türkiye.
Email: aysesahin@ihu.edu.tr

Reviewer 2: Netty Herawati

Program Study of Psychology, University of Trunojoyo Madura, East Java,
Indonesia. Email: herawati.netty9@gmail.com

1. Round 1

1.1. Reviewer 1

Reviewer:

Expand the literature review in the introduction to include more recent studies that provide a broader spectrum of perspectives on disability and workforce integration. This could strengthen the theoretical framework and highlight gaps the current study seeks to address.

Provide additional details about the disabilities of the participants to enhance the understanding of the diversity within the sample. This could include specifying the types of sensory impairments and cognitive disabilities, which will help in assessing the generalizability of the findings.

It would be beneficial to include a sample of the interview questions in the manuscript or as supplementary material. This addition would help other researchers evaluate and replicate the study methodology.

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

Clarify how discrepancies in thematic coding were resolved among the research team. Detailing this process would improve the reliability and validity of the qualitative analysis.

Integrate a comparison with existing literature in the discussion to position your findings within the broader research field. Highlight how this study's findings align with or differ from previous studies, particularly those mentioned in the introduction.

Address the geographical limitation of the sample more critically. Discuss how the findings might differ in other socio-economic or cultural settings, and suggest areas for future research in diverse contexts.

Provide a stronger justification for the choice of qualitative methodology, specifically how it is suited to explore the complex experiences of disabled individuals in workforce reintegration.

Elaborate on how subcategories were developed during the thematic analysis. Offering a detailed explanation of this process could enhance the transparency and replicability of the results.

The conclusion should include practical recommendations for employers, policymakers, and disability advocates based on the study's findings. This section should bridge the gap between research and practice.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.