

# The Role of Grit and Zest for Life in Enhancing Work Engagement: A Cross-Sectional Study


Diana. Jeffery<sup>\*1</sup>, Nilofar. Nouhi<sup>2</sup>

<sup>1</sup> John Chambers College of Business and Economics, West Virginia University, Morgantown, WV, USA



<sup>2</sup> Department of Management, KMAN Research Institute, Richmond Hill, Ontario, Canada

\* Corresponding author email address: [diana\\_jeffery@mail.wvu.edu](mailto:diana_jeffery@mail.wvu.edu)

### E d i t o r

Wioleta Karna  
Department of Social Studies, Jesuit  
University Ignatianum, Krakow,  
Poland  
[wioletakarna@uj.edu.pl](mailto:wioletakarna@uj.edu.pl)

### R e v i e w e r s

**Reviewer 1:** Yoko Wong  
Faculty of Humanities, Department of Psychology, Nanyang Technological  
University, Nanyang, Singapore. Email: [yokowong@ntu.edu.sg](mailto:yokowong@ntu.edu.sg)  
**Reviewer 2:** Rezvan Hosseingholizadeh  
Associate Professor, Department of Educational Management and Human Resource  
Development, Ferdowsi University of Mashhad, Mashhad, Iran.  
Email: [rhgholizadeh@um.ac.ir](mailto:rhgholizadeh@um.ac.ir)

## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

"Grit defined as perseverance and passion for long-term goals..." - The introduction would benefit from a more detailed exploration of the historical development and key theoretical perspectives on grit.

"The construct of zest for life also known as vitality or enthusiasm..." - It would be helpful to include specific examples or studies that have applied the concept of zest for life in organizational settings to strengthen the argument.

"The Zest for Life scale part of the Values in Action Inventory of Strengths (VIA-IS) developed by Peterson and Seligman in 2004 will be used..." - Provide information on the validation of the Zest for Life scale in similar populations to ensure its appropriateness for your study.

"The collected data were analyzed using IBM SPSS Statistics version 27." - Consider including a justification for the statistical techniques chosen (e.g., why linear regression was preferred over other potential models).

"Before conducting the regression analysis the assumptions of linearity homoscedasticity and normality of residuals were examined and confirmed." - Describe in more detail how each assumption was tested and the specific results for transparency.

"The descriptive statistics for the variables under study are presented in Table 1." - Include effect sizes for the descriptive statistics to provide a better understanding of the magnitude of the findings.

"Table 1 Descriptive statistics for Work Engagement Grit and Zest for Life" - Ensure that all abbreviations used in the tables are defined in the table caption or footnotes for clarity.

Response: Revised and uploaded the manuscript.

### 1.2. Reviewer 2

Reviewer:

"This study employs a cross-sectional design to examine the relationships between Work Engagement Grit and Zest for Life." - Clarify why a cross-sectional design was chosen over other designs (e.g., longitudinal), and discuss potential limitations related to this choice.

"The Utrecht Work Engagement Scale (UWES) developed by Schaufeli and Bakker in 2003..." - Include the reliability coefficients (Cronbach's alpha) for each subscale in your sample to validate the use of this scale in your study.

"To assess Grit the Grit Scale (Grit-O) developed by Angela Duckworth and colleagues in 2007 will be employed." - Discuss any cultural adaptations made to the Grit Scale, considering the cultural context of the participants.

"There was a strong positive correlation between Work Engagement and Grit ( $r = 0.62$   $p < .001$ )..." - Discuss the practical significance of these correlations, not just their statistical significance.

"The regression model significantly predicted Work Engagement  $F(2, 150) = 83.56$   $p < .001$ ..." - Discuss the implications of the  $R^2$  value, particularly in terms of what the unexplained variance might suggest.

"Summary of regression results" - Consider adding a residual plot to visually inspect the fit of the regression model and identify any potential outliers or patterns.

"The purpose of this study was to examine the relationships between work engagement grit and zest for life among working adults." - Address potential alternative explanations for the findings and discuss how these were ruled out or could be explored in future research.

"Our correlation analysis demonstrated strong positive relationships between work engagement and both grit ( $r = 0.62$   $p < .001$ ) and zest for life ( $r = 0.58$   $p < .001$ )." - Elaborate on how these findings compare with previous studies and discuss any discrepancies.

Response: Revised and uploaded the manuscript.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.