






Understanding Team Conflict: The Contributions of Work Burnout and Role Ambiguity

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E d i t o r	R e v i e w e r s
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1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction mentions "Research by Bosselut et al. (2012)" but does not provide sufficient context about the methodology and findings of this study. Expanding on this study's design and results will enhance the literature review.

The demographics section should include a breakdown of participants by organizational sector to contextualize the findings better. This information is crucial to assess the generalizability of the results.

While the article mentions that assumptions for normality, homoscedasticity, linearity, and multicollinearity were tested, it would benefit from a more detailed description of these tests and their outcomes, perhaps in a supplementary appendix.

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

The definitions of key terms such as "team conflict" and "role ambiguity" in the introduction need to be more detailed. Consider providing specific criteria or examples to improve reader understanding.

In the methods section, the rationale for choosing a cross-sectional design is not thoroughly explained. Adding a brief justification for this choice, along with its limitations, would strengthen the methodological rigor.

The discussion interprets the correlation between burnout and team conflict as a causal relationship. It is important to clarify that the cross-sectional design limits causal inferences and suggest future longitudinal studies.

The paper lacks a clear theoretical framework linking burnout, role ambiguity, and team conflict. Integrating a well-established theory (e.g., Job Demands-Resources Model) could provide a stronger foundation for the hypotheses.

The presentation of regression results should include confidence intervals for the regression coefficients. This would provide a more comprehensive understanding of the precision of your estimates.

Response: Revised and uploaded the manuscript.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.