

# Causal Modeling of Job Satisfaction Based on Self-Efficacy in Employees of the Mazandaran Province Red Crescent Society with the Mediating Role of Mindfulness

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

In the last paragraph of the Introduction, you state: "Therefore, the present study aims to develop and test a causal model..." However, the manuscript does not adequately justify why causal modeling is theoretically necessary compared to simpler correlational or regression approaches. Please explicitly clarify the causal assumptions underlying the model, including theoretical directional relationships between self-efficacy, mindfulness, and job satisfaction, and explain why SEM is the most appropriate analytical method.

In the paragraph beginning with "Importantly, mindfulness also plays a significant mediating role...", the mediation mechanism is described empirically but not sufficiently explained theoretically. Please elaborate on the cognitive and emotional processes through which self-efficacy may enhance mindfulness (e.g., attentional regulation, metacognitive monitoring), and how mindfulness subsequently affects job satisfaction.

You state: "the researcher used the short form consisting of 19 items." However, the standard short form of the Minnesota Satisfaction Questionnaire contains 20 items. Please clarify whether one item was omitted and justify this modification.

In describing the questionnaires, cultural adaptation and validation for the Iranian population are insufficiently discussed. Please provide evidence of cross-cultural validity or psychometric validation of these instruments in Iranian organizational samples.

Response: Revised and uploaded the manuscript.

### 1.2. *Reviewer 2*

Reviewer:

You state: "From a theoretical perspective, the relationship between self-efficacy, mindfulness, and job satisfaction can be explained through motivational and cognitive theories of workplace behavior." However, the manuscript does not sufficiently integrate these theories into a coherent conceptual framework. Please provide a conceptual model figure or more explicit theoretical integration linking social cognitive theory and Herzberg's theory with mindfulness as a regulatory mechanism.

In the Methods section, you state: "Using a convenience sampling method, 237 individuals were selected as the statistical sample." Convenience sampling introduces selection bias and limits generalizability. Please justify why probability sampling methods were not feasible and discuss how this sampling method may affect external validity.

You indicate: "The sample size was determined based on Klein's (2016) recommendation..." While referencing SEM guidelines is appropriate, a formal statistical power analysis (e.g., using RMSEA-based power estimation or Monte Carlo simulation) would significantly strengthen methodological rigor. Please include a power justification for your sample size.

Response: Revised and uploaded the manuscript.

## 2. **Revised**

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.