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Workforce Planning for the Future of Sports Tourism

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1. Round 1

1.1 Reviewer 1

Reviewer:

The statement "sports tourism plays a significant role in the economic and social development of many regions" would benefit from supporting evidence. Consider adding specific data or examples from case studies.

The sentence "Research indicates that major sporting events like the Olympic Games and World Cup can generate billions of dollars in economic impact" would be more impactful with specific figures or recent examples from these events.

The definition of workforce planning is clear, but it would benefit from a brief discussion on how it specifically applies to the unique aspects of sports tourism, compared to other sectors.

The discussion on seasonality as a challenge for workforce stability is pertinent. Including a case study or example of a region or event that has successfully managed this issue could provide practical insights.

The example of Brazil's tourism infrastructure reform is valuable. However, more detail on the specific training programs and their outcomes would provide a clearer picture of the strategies' effectiveness.

The section on technological advancements mentions VR and AI. Including specific case studies or examples where these technologies have been successfully implemented in sports tourism would enhance this discussion.

The mention of technological proficiency is important. Consider adding a discussion on current gaps in technological skills within the sports tourism workforce and how they might be addressed.

Author revised the manuscript and uploaded the updated document.

1.2 Reviewer 2

Reviewer:

The sentence "For instance, the development of sports tourism in regions like Guangxi has been shown to enhance the overall quality of the tourism industry" needs a citation. Ensure all claims are properly referenced.

The mention of technological advancements and their impact on sports tourism is crucial. However, it would be beneficial to include specific examples of these technologies and their applications within the industry.

The exclusion criteria mention excluding publications in languages other than English. Consider discussing the potential limitation this might impose on the comprehensiveness of the review.

The data sources section lists several databases and platforms. It would be useful to specify the time frame of the search and any keywords or search strategies used.

The process for data extraction is described, but more detail on how the thematic analysis was conducted would be beneficial. For example, what software or qualitative methods were used?

The role of higher education institutions is mentioned. It would be useful to provide examples of specific programs or courses that have been successful in preparing students for careers in sports tourism.

The competency-based model is discussed in theory. Including an example of a sports tourism organization that has successfully implemented this model would provide practical insights.

The role of big data analytics in workforce planning is noted. A specific example of how data analytics has improved workforce management in a sports tourism context would be beneficial.

The section on regulatory frameworks could be enhanced by discussing specific regulations or policies that have been effective in supporting workforce planning in sports tourism.

The Jakarta Marathon case study is informative. However, more detail on the specific challenges faced and how they were overcome would provide deeper insights.

Author revised the manuscript and uploaded the updated document.

2. Revised

Editor’s decision after revisions: Accepted.

Editor in Chief’s decision: Accepted.