





Mediating Role of Intrinsic Motivation in Relationship Between Perception of Organizational Justice and Extra-Role Behaviors Among Wasit University Faculty Members

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1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction refers to “elite systems giving way to inclusive systems” but does not explain how this transformation affects faculty members’ organizational behaviors. A more explicit connection between these broader changes and the study’s variables is needed.

The intrinsic motivation questionnaire reports a Cronbach’s alpha of 0.66, which is below the commonly accepted threshold of 0.70. A discussion on the implications of this lower reliability is necessary.

The R² values (8.6% for intrinsic motivation and 20.5% for extra-role behaviors) suggest a moderate effect, but no discussion is provided on whether these values indicate strong or weak predictive power.

Some tables do not have consistent decimal places (e.g., Table 2 presents mean and SD with different decimal precisions). Standardizing to two decimal places throughout the manuscript would improve readability.

The discussion does not consider alternative explanations for the observed relationships (e.g., personal values, leadership styles, institutional support).

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The introduction states, “Despite the existing theoretical and research evidence, the effort to find a study that paid attention to and investigated the mentioned roles and relationships among university faculty members in a country like Iraq was not found.” This claim should be supported with a literature review or citation showing the research gap in the Iraqi context.

The literature review section repeatedly cites Mehdad et al. (2023) and Suprpto & Widigdo (2021). Consider consolidating references and summarizing their relevance more succinctly.

The study concludes that faculty members “are internally motivated not only to perform assignments and job duties but also show extra-role behaviors.” This generalization does not account for possible moderating factors (e.g., job security, academic culture, workload).

The discussion suggests that intrinsic motivation fully mediates the relationship, yet some previous studies indicate partial mediation. It would be helpful to explain why the present study found full mediation while others have found partial mediation.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor’s decision after revisions: Accepted.

Editor in Chief’s decision: Accepted.