A Model of Organizational Culture for Clinical Staff at the Ministry of Health, Treatment, and Medical Education

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1. Round 1

1.1. Reviewer 1

Reviewer:

The opening of the introduction could be more concise. For example, the sentence, "Organizational culture, as a collection of shared beliefs and values, impacts the behaviors and thoughts of members within an organization," should directly tie to the study's relevance in clinical settings.

The sentence, "Robbins defines organizational culture as a system of shared perceptions among members regarding an organization," lacks a direct citation format. Provide the exact page numbers for better traceability.

The methodology for the Delphi technique is detailed but lacks justification for why three rounds were chosen. Add a rationale for stopping at three rounds instead of exploring additional iterations.

While the value (0.170) is mentioned, its significance is unclear. Discuss its implications and whether it is a strong or weak indicator of consensus.

Figure 1 is referenced as the final model. Enhance this figure by adding annotations or explanations for how each dimension connects to the study's objectives.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

Expand on the phrase "fundamental shifts in prevailing organizational perspectives are imperative" by including a specific example or context within the Ministry of Health.

The authors state, "Organizational cultures are historically rooted," but the examples provided are generic. Incorporate specific historical instances related to the Ministry of Health for better contextual relevance.

Several references (e.g., Robbins 2015, 2017) are cited multiple times. Consider diversifying sources or integrating more recent studies to strengthen the discussion.

The methodology mentions Cronbach's alpha for reliability. Provide a more detailed explanation of why this measure was chosen and its relevance to the study.

The results of the first Delphi round should elaborate on why certain indicators (e.g., Empowerment, Capability Development) were excluded. Add a sentence justifying their removal.

The discussion states, "The behaviors of healthcare staff can reflect their actions and activities," which is overly broad. Narrow this down by linking specific behaviors to patient outcomes.

Expand on the statement, "Culture is part of the organization's soft infrastructure," by providing concrete examples of management practices in the Ministry of Health.

The authors mention values influencing service delivery but do not specify how these values were measured or prioritized. Include details on this.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.
Editor in Chief's decision: Accepted.