Identification of Causal Factors Affecting Teamwork Coaching in Iranian Public Organizations

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1. Round 1

1.1. Reviewer 1

Reviewer:

The introduction's first paragraph mentions "the most significant concern of the government." Specify the context or evidence supporting this claim (e.g., policies or data).

was applied. Include an example from your coding process to illustrate the approach.

In the "Findings and Results" section, the process of consolidating the eight codes into two concepts is not fully explained. Describe the criteria or rationale for this categorization.

While quotes are included, such as "When employees understand what coaching is about...," their selection process is unclear. Explain how these quotes were chosen to represent broader themes.

The sentence, "In organizations where employees have the motivation and ability to embrace teamwork," needs examples of practical applications. How can public organizations implement these findings?

Authors revised the manuscript and uploaded the new document.

1.2.   Reviewer 2

Reviewer:

In the introduction, the sentence, "There is limited research in this area," is vague. Provide more specific details about the research gap, supported by statistics or examples.

The phrase, "the usefulness of the results of this study," in the introduction could be expanded. Explain how the results will practically impact public organizations.

The methodology section describes grounded theory but does not provide enough details on how Strauss and Corbin's model

The finding, "Managers must be aware of what coaching entails," could benefit from elaboration. What specific training or resources do managers need for awareness?

Tables 1 and 2 list similar content. Consider merging them into one table or clearly differentiating their purposes.

The discussion does not sufficiently link findings to existing theories of teamwork or coaching. Elaborate on how your study advances theoretical understanding.

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2.   Revised

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