




A Model for Developing High-Performance Human Resources with a Team Coaching Approach (Case Study: Knowledge-Based Companies in the Science and Technology Parks of Tehran)

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1. Round 1

1.1. Reviewer 1

Reviewer:

The paragraph discussing the challenges of HRM in Iran (e.g., “lack of planning,” “non-meritocratic practices”) could be streamlined by merging overlapping points and reducing redundancy.

The sentence “...using the Delphi method and snowball sampling...” lacks detail on how consensus was measured (e.g., number of rounds, agreement threshold). Please elaborate.

The discussion is largely confirmatory. Include a paragraph critically discussing unexpected findings, limitations of generalizability, or areas where the results diverge from past research.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The statement “Many employers make fatal mistakes...” is too broad. Consider softening the language or backing it with empirical support or citation.

The discussion transitions from the benefits of coaching to why it is underused in Iran. A clearer transition sentence is needed to maintain logical flow between ideas.

This paragraph integrates multiple findings from different studies. For coherence, consider presenting each study in its own sentence or bullet-style format to clarify distinct contributions.

The explanation of SEM concepts (direct, indirect effects) seems overly didactic for a results section. Consider relocating this content to the methodology section or an appendix.

The initial paragraph of the discussion largely repeats the abstract. Please revise to focus instead on interpreting the empirical results in light of the literature.

The sentence “...several researchers have obtained valuable and effective results” is vague. Name each researcher clearly before discussing their specific findings to enhance readability.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor’s decision after revisions: Accepted.

Editor in Chief’s decision: Accepted.