

# Structural Equation Modeling of Personality Traits and Job Satisfaction with the Mediating Role of Social Support During the COVID-19 Pandemic (Case Study: Educational-Therapeutic Staff of Teaching Hospitals in Tabriz)

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

This section cites multiple studies but lacks a clear conceptual gap. Please explicitly highlight what previous studies did not address and how your study fills this gap.

It is unclear why the short 60-item version was used instead of the 240-item full NEO-PI-R. Please justify this choice, particularly regarding psychometric trade-offs.

The validity evidence is dated (2001). Please provide more recent reliability/validity evidence from Iranian or pandemic-era samples to enhance credibility.

The MSQ has 19 items here, but commonly it exists in 20- or 100-item versions. Clarify the version used, adaptation details, and whether cultural adjustments were made.

Please specify the ethics approval code and the institutional ethics committee granting approval. General statements are insufficient for international publication standards.

The correlation coefficient ( $r = 0.826$ ) is extremely high for social sciences, raising concerns of common method bias. Please report VIF, Harman's single-factor test, or other checks.

Such high correlations suggest possible multicollinearity. Provide additional justification or robustness checks to rule out measurement redundancy.

Although the mediating effect is stated, no quantitative mediation indices (e.g., Sobel test, indirect effect sizes, bootstrapping confidence intervals) are reported. Include these to strengthen mediation claims.

Authors revised the manuscript and uploaded the new document.

## 1.2. Reviewer 2

Reviewer:

Although personality traits are well-described, the narrative could benefit from a figure or table summarizing the five traits, their operational definitions, and expected relationships with job satisfaction.

This literature review lists many studies but does not synthesize them. Please add a critical comparison, explaining where findings diverge and how your study adds novelty.

Clarify how clusters were defined (e.g., by hospital department, job role, or ward). The clustering process is currently ambiguous and may affect representativeness.

While impressive, report the average variance extracted (AVE) and composite reliability (CR) to demonstrate convergent and discriminant validity of constructs.

The table is highly detailed, but the interpretation is minimal. Please expand the discussion of practical implications for each path (e.g., how extraversion influences support at work).

This section reads more like a general essay. Please explicitly tie discussion points back to your results (with numerical evidence) to strengthen empirical grounding.

This part repeats literature findings without linking them to the current SEM results. Please integrate your specific coefficients and findings for coherence.

Authors revised the manuscript and uploaded the new document.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.