





Impact of Workplace Resilience and Team Cohesion on Reducing Workplace Stress: A Cross-Sectional Study

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E d i t o r	R e v i e w e r s
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1. Round 1

1.1. Reviewer 1

Reviewer:

The sentence, "Workplace stress is a pervasive issue that can lead to significant adverse outcomes for both employees and organizations," is well-supported, but it would benefit from a citation that quantifies the prevalence of workplace stress in different industries.

The article states, "The assumption of normality was assessed using the Shapiro-Wilk test." Consider reporting the exact W statistic values alongside the p-values to provide a more comprehensive statistical justification.

The article states, "Multicollinearity was checked by calculating the Variance Inflation Factor (VIF), with VIF values of 1.35 for workplace resilience and 1.22 for team cohesion." While these values indicate low collinearity, it would be useful to include tolerance values as an additional measure.

The regression model explains 50% of the variance in workplace stress ($R^2 = 0.50$), which is substantial. However, consider reporting the effect size (e.g., Cohen's f^2) to contextualize the strength of the predictors.

The sentence, "Workplace resilience significantly predicted workplace stress ($B = -0.45$, $p < .001$)," is informative, but it would be helpful to interpret what a one-unit change in workplace resilience translates to in real-world terms.

The recommendation that "organizations should consider implementing resilience training programs and fostering a supportive team environment" is valuable. Consider specifying evidence-based interventions that have been effective in other studies.

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

The discussion of workplace resilience and team cohesion is well-developed, but it would be helpful to explicitly state which theoretical model underpins the study. For example, are you using Lazarus and Folkman's Stress and Coping Model or the Job Demands-Resources Model?

The Group Environment Questionnaire (GEQ) was used to measure team cohesion. Since the GEQ was originally developed for sports teams, was any adaptation necessary to make it suitable for workplace settings?

The demographic table shows that the sample consists of 52.51% females and 47.49% males, but there is no mention of whether gender was controlled for in the regression analysis. Consider including gender as a covariate.

The discussion effectively relates the findings to prior research. However, the article could benefit from addressing whether the observed relationships are consistent across different occupational sectors.

The article states, "The findings suggest that workplace resilience and team cohesion significantly contribute to reducing workplace stress." However, could other factors such as leadership style or organizational culture mediate these relationships?

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.