




Can the Online Profile-Based Personality Questionnaire (OPBPQ) Predict Employees' Job Performance?




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E d i t o r	R e v i e w e r s
Şennur Tutarel Kışlak  Department of Psychology/Faculty of Language, History and Geography, University of Ankara, Ankara, Turkey kislak@ankara.edu.tr	Reviewer 1: Hajar Torkan  Assistant Professor, Department of Psychology, Islamic Azad University, Isfahan Branch (Khorasgan), Isfahan, Iran. h.torkan@khuisf.ac.ir Reviewer 2: Farhad Namjoo  Department of Psychology and Counseling, KMAN Research Institute, Richmond Hill, Ontario, Canada. Email: farhadnamjoo@kmanresce.ca

1. Round 1

1.1. Reviewer 1

Reviewer:

There is a discrepancy in publication year citations. You mention Hurtz and Donovan (2003) but cite (2000). Please ensure consistency in in-text citations and references.

Please add information on the occupational diversity of the participants, as this is essential in interpreting job performance outcomes across roles.

While citing Behr and Zabal (2020) is appropriate, you should clarify whether a back-translation method was applied and who performed the translation (e.g., bilingual experts, psychologists).

This sentence is too condensed. Please elaborate on how each type of validity was measured (e.g., EFA, CFA for construct validity; AVE for convergent/discriminant).

Although you report acceptable skewness and kurtosis, the specific criteria for “acceptable” (e.g., ± 2 for normality) should be explicitly stated with a supporting citation.

The phrase “significant correlations... all at $p < 0.05$ ” is imprecise. Several correlations have p-values much smaller than .05. Please report actual significance levels or use ranges (e.g., $p < .001$, $p < .01$).

Stepwise regression has known limitations, such as overfitting and suppressor effects. The manuscript should acknowledge this and justify its use over alternative methods (e.g., hierarchical regression).

These citations are well-placed but should be integrated with a critical comparison. For example, does OPBPQ outperform linguistic models or image-based models in prediction accuracy?

Response: Revised and uploaded the manuscript.

1.2. Reviewer 2

Reviewer:

This sentence generalizes the role of personality in organizational psychology. Please strengthen this claim with additional contemporary empirical sources from 2020 onwards.

The transition to research questions is abrupt. Consider adding a concluding sentence linking the literature to the proposed research gap, emphasizing the novelty of OPBPQ.

You mention applying "inclusion and exclusion criteria," but the rationale for selecting these criteria (e.g., two years of Instagram activity, at least 10 posts) should be justified, ideally with reference to prior studies on social media-based personality assessments.

Please explain the practical significance of the beta coefficients. For instance, is a 0.145 increase in job performance per SD of extraversion meaningful in applied settings?

While this is consistent with prior literature, consider explaining why openness and agreeableness—though significant in correlation—did not enter the regression model.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.