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Designing a Human Resource Productivity Model for the Deaf Sports Federation: A Combined Delphi-Fuzzy and Interpretive Structural Modeling Approach




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E d i t o r	R e v i e w e r s
Michael Doppelmayr  Department of Sport science Johannes Gutenberg University, Mainz, Germany. amoll@uni- mainz.de	Reviewer 1: Bahram Arjmandi  Department of Nutrition, Food and Exercise Sciences, College of Human Sciences, Talahasi University, Florida, United States. barjmandi@fsu.edu Reviewer 2: Ahmad Delbari  University of Social Welfare and Rehabilitation Sciences, Iran. Karolinska Institute, Sweden. Email: Ahmad.delbari@ki.se

1. Round 1

1.1 Reviewer 1

Reviewer:

Clarify the selection criteria for participants, including any specific expertise or experiences crucial for the Delphi-Fuzzy and Interpretive Structural Modeling. This will help in reinforcing the validity of the research process.

Provide a more detailed description of the Delphi-Fuzzy method, including why only one round was deemed sufficient for this study, as the typical Delphi method involves multiple rounds to achieve a consensus.

Elaborate on the design and validation of the questionnaire and the 17x17 matrix used in the study. More details on the questionnaire design and validation process would help in assessing the reliability of the data collected.

Offer a more comprehensive explanation of the Excel macros and SmartISM web program used in the analysis. This should include why these specific tools were chosen and how they specifically cater to the needs of your analysis.

Discuss the implications of having 17 determinant factors and their hierarchical categorization. How do these results compare with existing models, and what new insights do they offer about human resource productivity in sports federations?

Expand on the process of creating the structural self-interaction matrix. Clarify how the interactions were assessed and the rationale behind the specific symbols used (O, X, A, V).

Validate the approach for converting the relationship symbols into a binary matrix, and discuss any potential biases or errors that could affect the results of the Interpretive Structural Modeling.

Provide a deeper analysis of the excluded factors and their potential impacts on the model. Why were these deemed less important, and how might their inclusion alter the results?

Authors revised the manuscript and uploaded the document.

1.2 Reviewer 2

Reviewer:

Enhance the literature review by integrating recent studies related to human resource productivity models in other sports federations, comparing their methods and findings with your study to position your research within the existing knowledge base.

Clearly state how the findings can be practically applied within the Deaf Sports Federation. Provide specific examples of strategies or changes that could be implemented based on the study's outcomes.

Elaborate on how this study contributes to the existing theoretical frameworks on human resource productivity. What gaps does it fill, and how does it challenge or support previous theories?

Discuss in more detail the limitations associated with using Delphi-Fuzzy and Interpretive Structural Modeling in this context. How might these limitations affect the generalizability of the results?

Suggest specific areas where future research could continue to explore human resource productivity in sports federations, particularly those dealing with special populations like the Deaf Sports Federation.

Expand on the ethical considerations taken during the study, especially in terms of participant confidentiality and the use of their data.

Enhance the discussion by comparing your findings with those of other studies on similar topics. This could involve a comparative analysis with different models or contexts.

Offer more detailed recommendations for practitioners in the field based on your findings. These should be actionable and supported by the study's results.

Further elaborate on the hierarchical levels of factors identified in the model. Discuss the implications of these levels for managing human resources within the federation.

Describe the mechanisms for feedback within the study, particularly how participant responses were incorporated into the final model development.

Refine the abstract to better summarize the key findings and implications of the study. Similarly, ensure the conclusion section succinctly encapsulates the study's outcomes and its significance to the field.

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.