




Reducing Work Stress through Employee Engagement: A Randomized Controlled Trial

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1. Round 1

1.1. Reviewer 1

Reviewer:

The randomized controlled trial design is robust, providing a strong foundation for evaluating the intervention's effectiveness. However, the sample size is relatively small, and the study is limited to a single organization, which may restrict the generalizability of the findings. Future studies should consider a larger, more diverse sample from multiple organizations to enhance generalizability.

The results demonstrate a significant reduction in work stress among the experimental group, which underscores the importance of employee engagement programs. The discussion effectively ties these findings back to the literature, highlighting the contribution to the field. However, the discussion could be enriched by addressing potential mechanisms through which the training program impacts work stress and engagement, drawing on theoretical frameworks of stress and motivation.

The literature review is comprehensive, covering key aspects of employee engagement, work stress, and the efficacy of training programs. To further strengthen the review, the authors could incorporate recent meta-analyses and systematic reviews that synthesize findings from multiple studies, providing a broader context for their work.

The manuscript thoughtfully discusses the practical implications of the findings for organizations looking to reduce work stress and enhance employee engagement. Including case studies or examples of successful implementation of similar programs in diverse organizational contexts could offer readers valuable practical insights.

Response: Revised and uploaded the manuscript.

1.2. *Reviewer 2*

Reviewer:

The inclusion of follow-up assessments is commendable as it allows for the evaluation of the training program's long-term effects. Nonetheless, extending the follow-up period beyond two months could provide further insights into the sustainability of the program's benefits.

The use of two-way ANOVA with repeated measurements is appropriate for the study's objectives and design. The manuscript clearly explains the analytical methods and presents the results in a coherent manner. To enhance the robustness of the findings, it could be beneficial to apply additional statistical techniques, such as mixed-effects models, to account for the nested structure of the data (individuals within groups).

The authors acknowledge limitations related to the sample size and reliance on self-reported measures. It is recommended to elaborate on strategies to mitigate these limitations in future research, such as incorporating objective stress measures (e.g., cortisol levels) or multisource feedback on employee engagement.

The conclusion effectively summarizes the study's key findings and implications. Emphasizing the strategic importance of employee engagement programs in organizational health and success would reinforce the study's contributions to both academic and practitioner audiences.

Response: Revised and uploaded the manuscript.

2. **Revised**

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.