




# Strategies for Managing Interpersonal Conflicts in Multicultural Teams

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## 1. Round 1

### 1.1. Reviewer 1

Reviewer:

Revise the abstract to more clearly articulate the specific research questions addressed. The current abstract broadly states the objectives but does not clearly define the research questions being investigated.

Expand the literature review to include recent studies from 2023-2024, ensuring that the review comprehensively covers the latest developments and debates related to conflict management in multicultural teams.

The conclusion briefly mentions the implications for practice, but this could be expanded to provide specific, actionable recommendations for organizations managing multicultural teams. Tailor these recommendations to different types of organizations (e.g., corporate vs. non-profit).

Response: Revised and uploaded the manuscript.

## 1.2. Reviewer 2

Reviewer:

Provide a more detailed justification for the choice of NVivo for thematic coding. Discuss how this tool specifically enhanced the reliability and validity of your qualitative analysis compared to other potential software options.

Address potential biases in the sampling method. The study uses purposive sampling, which may not adequately represent the wider population of individuals working in multicultural teams. Consider suggesting stratified sampling for future research to enhance representativity.

Enhance transparency in the data analysis section by including specific examples of how codes were derived from the data. Adding excerpts from the interviews would illustrate the coding process and the emergence of themes more effectively.

Strengthen the discussion section by linking your findings more explicitly to existing theories in the literature. This could involve a more detailed comparison of your results with those of key studies cited in the literature review.

Response: Revised and uploaded the manuscript.

## 2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.