**Reviewer 1**

1.Feature Selection: The use of logistic regression for feature selection may introduce bias, as it is sensitive to multicollinearity among covariates. Alternative feature selection strategies could provide more robust results.(LZ)

2.Oversampling Technique: The application of SMOTE for oversampling can sometimes lead to distributional shifts, which may harm generalization. Distribution-based oversamplers, such as those leveraging generative models (e.g., Variational Autoencoders), may have yielded more realistic synthetic samples and improved minority class performance.(LZ)

3.Model Architecture: The multilayer perceptron (MLP) architecture used is relatively simple. Incorporating deeper or more sophisticated architectures could enhance the model’s representational capacity and predictive performance.(LZ)

4. Advanced Classifiers: Beyond MLPs, the study could benefit from exploring more cutting-edge classifiers designed for tabular data, such as TabNet, which better capture complex feature interactions.(LZ)

**Reviewer 2**

1.The Related works section needs to present much more detailed outlook on the existing algorithms for modelling nurse transfer tendencies. What are the gaps this research aims to fill in? (WG)

2.In the Methods section please provide the parameters with which the models discussed in Results are run. Provide the values among which the best parameters were selected. Comment on the initial selection and final selection of parameters values. (LZ)

3.Please define the term 'data leakage' and dive more examples from the literature how data leakage can evolve using the research data. (LZ)

4.Elaborate the choice of logistic regression as a feature selection method. Provide more references from the literature. Provide its parameters. (LZ)

5.Discuss the issue with model evaluation in the context of class imbalance and how it is related to this paper. Are the methods proposed by the research relevant in the context of the class imbalance issue? (LZ)

6.Discuss how you run (parameters) all steps from your research. At each step it should be clear what values are used for the parameters, why. Also, the choice of method at each step should be elaborated defining its suitability based on existing research and how it is applicable to the current research.(LZ)