From: Cablin Perter
Tec Carcinosid. Africa
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Subject: MSM - Duckson on Manuscript # MSM-23-4519
Date: Sample, November 11, 2022 9-0-219 AM
Mattachewitts: MSM-65ter-einter on a Commission Australian

Thank you for submitting the above-refere script to Hannan Resource Management (HBM). I am the Action Editor for your submission and have now received the reviews of your paper. The reviewers were chosen for their recognized expertise, and their comments can be found below.

Bith troviews may the day to pper allows an interneting topic with the potential to efficie implife into the job design literators. However, they also raised overall concerns being your administry, but both the quite entires. I also exhibited by the potential potential process to the publish your paper in HEM, our can we invite a conditionism. I reget during to share this despositing news regarding your administry, but libergly to the potential potential process to the top publish your paper in HEM, our can we invite a conditionism. I reget during to share this despositing news regarding your administry, but libergly to the potential potential process to the control of the potential potential potential potential process to the control of the potential pote

likle fwill not deall cach of the reviews's concease here, the primary issues conceas:

Contribution. While the review team is interested in your topic, we all agree that in difficult to determine what insights this research offen and how this paper contributes beyond previous research. For instance, Reviews 2 wices a key concern that the analyses period.

2. Compated Development. Luper with Periver 1 (Comment 2) that the sametive precising your hypothom ladds structure. While we apprecise up our record of prior research, you do not seed to housted ad properties of the properties and how they inform or and intentional group reports to be compared to provide the properties of the propert

3. Hypothosis development. The hypothosis development sentine does not regular for a hypothosis. Adults, you sent to review emploited full-inplication produced in the first contract of the first produced in the contract produced in the contra

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even with whether this muser has done enough to be redisinfued in this outlet surrounds in overall contribution to the literature. I think a clearer case for this needs to be included in the muser (ef. resists 2.3. and 5 below). However, I think the muser has

1. More place was written and consequent was a stressed with the properties of the production of the consequence of the production of the consequence of the production of the consequence of the production of the properties of the production of the properties of the production of th

Smaller concerns

1. The following entence is confusing, Is there a type in it? While resources and challenges ideopsecratic more similarly experienced, what is experienced as a landance tends to be ideopsecrate.

21. What type of fight were your usually in?

22. What type of fight were your many in?

33. The following in the contraction of the first type of fight were your your many in the interval of the inte

Overall, as I said above, I see this work has having potential. Good back with continuing on with this research!

I am very interested in how standard job analysis codings can be used to investigate the work and employment experience. And the Job Der

My rapper concers is the self mix of analyses conducted but you add not how not advisable differ in the attribution they make regarding O'NT work characteristics. That is hard time fellewing the conditions adjusted in the manufacture produced in the manufacture of the conditions in the manufacture of the manuf

5-1 law rese design [1] consult addition into any papellar growth are seen to a large papellar growth and additionated and ad

Other:
p. 6 "We next consider the empirical evidence on this topic. The first question we should not in whether people distinguish between challenge vs. hindrance demands, or whether all demands are under a larger "demands" category." The latter part of this sentence is hard to follow, please clarify.

A "Wester consider the expressed creations in this tope. The time quantum we should gat in whether people destinguish between dealings vs. Institutes demands, or whether all domands are under a larger "femands" category. The later part of this or still.

"A provided plus for the creation in Methods on Participation, places closely.

"I was practically plus for execution in Methods on Participation, In America on any low participation were contacted nor who they were. Later this is discussed that I would consolidate this presentation of participates exhault discussion. Also I Shink authors no Once the analytic issues not closed up it will be easier to drodge proficients for fatter research and practice. For now maximizing appeting whether the crisinese appears the author conclusion makes it difficult to evaluate the Discussion.