



SDI Review Form 1.6

Journal Name:	<u>British Journal of Economics, Management & Trade</u>
Manuscript Number:	Ms_BJEMT_21678
Title of the Manuscript:	Identifying the impact of spiritual leadership on organizational citizenship behavior in the Iranian healthcare industry
Type of the Article	Original Research Article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound.

To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

(<http://www.sciencedomain.org/page.php?id=sdi-general-editorial-policy#Peer-Review-Guideline>)



SDI Review Form 1.6

PART 1: Review Comments

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<u>Compulsory</u> REVISION comments	State why you chose healthcare industry. Need more studies for the literature review on the connection between SL and OCB. Reorder section 2: OCB, SL, Motivation, SL for OCB studies, research model, hypothesis	1. Please be informed that as long as we have stated in introduction, there are no conducted study on the relationship between SL and OCB in the Iranian healthcare industry. We have browsed Google scholar and different libraries and as we have mentioned in introduction only few studies have been conducted through all over the world on SL and OCB. The reason that we selected healthcare industry was mainly two reasons because data collection was possible for us and contribution to the body of knowledge in this research era especially healthcare industry in Iran. 2. For the comment related to reviewing more studies for connection between SL and OCB. You are totally right. The more reviewed study will lead to stronger literature review. However, as mentioned in the introduction part,



SDI Review Form 1.6

		there are no other studies to review and only few studies have been conducted through all over the world. There is another published paper which is not valid and it has been published in an invalid publishing house. Due to that, amongst 3 published researches on SL and OCB, we only came up reviewing the two salient and valid ones. 3. For the case of comments for reordering section 2. That is a great comment and we really appreciate this valuable comment from respected reviewer. We reordered based on comment. Therefore, the structure for literature review will be according to the comment, as following: 2.1 OCB 2.2 SL 2.3 Motivation theory 2.4 SL and OCB 2.5 Research Model 2.6 Hypothesis development
--	--	---



SDI Review Form 1.6

<u>Minor</u> REVISION comments	Proofread for grammar (e.g., lines 453-457) and repetitiveness (e.g., lines 40-44). Provide an introductory paragraph for the lit review about SL and OCB. I would put those specific studies on SL/OCB at the end of section 2. I don't agree that spirituality is necessary in the workplace (l. 167); one can be an atheist and still be kind. Start section 3 with an overall paragraph (e.g., research questions and overall approach). Provide demographic information, if possible, about the healthcare sector (e.g., number/types of healthcare entities) and population: number/types of healthcare facilities, e.g., job titles/types, gender, age, years of service, religious affiliation if any I am unclear about the role of spiritual leaders; does that mean that the head of the agency is a spiritual leader – or are we talking about an outside spiritual leader (e.g., cleric) who has personal influence on the way that a person applies that influence at his/her workplace? Please be explicit. What if the religious views of the leader conflict with the employee's religious views? You probably need a paragraph differentiating spiritual and religious.	1. We really appreciate these comments related to proofreading. We corrected them. 2. Once again, we really appreciate for these comments. We will provide introductory paragraphs for literature review (Section 2) and Research Methodology (section 3).(We did it on Manuscript) 3. Like previous comments, many thanks for reminding of us about analysis of demographic part. Unfortunately it is impossible to do it. Because data has been collected from different centres with different job categories and including them will be added number of article pages and it won't be practical. 4. Spiritual leader is not a head of the agency. "The concept of spiritual leader means that every person which has a superordinate role in different levels can follow spirituality in the workplace and inject the sense of citizenship behaviours among other subordinates in the organization. To take into consideration, superordinate and subordinates are employees within the organization. 5. Conclusion is that each employee can follow spirituality within his/her organization and it has impact on other employees which will lead to higher productivity/profitability and revenue from the viewpoint of leadership theory. 6. For further explanation, we did not want
--	---	---



SDI Review Form 1.6

		to go through religious views and we concentrated on ethical issues/moral values exclusively. Following ethical or moral values can be significant point for each employee within his/her organization.
<u>Optional/General</u> comments	Interesting topic and good statistical analysis	Thank you Dear Respected Reviewer.