

Editor's Comment:

I suggest the author to think over the following :

1. The reason behind the factor analysis was unclear. It seems not necessary to conduct so, since the dimension of each construct was clearly addressed with its origin. Instead, the author may wish to perform a Confirmatory Factor Analysis (CFA) to verify how the data can explain the variance of the captioned construct.
2. Table 4 ~7 could be combined as one table.
3. Why the author have regressed the OCB with its dimension? Any particular reason? Or for what purposes? Even so, the tables 8~9 can be combined as one
4. The tables 10~11 can be combined as one.

Author's feedback:

First of all, we highly appreciate your suggestions in improving the quality of our manuscript. Here, is the answer of your questions and valuable suggestions.

1. For the case of factor analysis, as you know the tables outputs in factor analysis are many tables such as correlation matrix, KMO and Bartlett's test, Total variance explained, communalities, scree plot, rotated component matrix. According to your appreciated note, the origin of each scale with number of items has been cited and it is worthwhile mentioning that based on reviewed literatures, the scales for assessing SL and OCB are the valid ones and have been validated and tested by many scholars in their studies. You are totally right. There is no salient and important point for conducting factor analysis using SPSS. But we conducted this test for supporting statistical information in our study. I know you have read the manuscript carefully; we only put one of the important outputs which are information relevant to KMO- Measure of sampling adequacy that the result indicates that sample is adequate. In addition, Bartlett's test of sphericity of which is a salient point into consideration, degree of freedom and Sig. which indicates P-value. We have not brought the rest of information the example is communalities and factor loading because information related to reliability test and Bartlett's test supporting and sufficient. But the rest of information will be provided based on readers' request as stated in manuscript.
2. Yes, you are totally right. The information can be combined into one table. But we think in one table we have to put a lot of information relevant to model summary, ANOVA, coefficient, and Collinearity situation which is in SL scale according to our collected data and data analysis. That is why; we would like to put the information in separate tables for better explanation of data processing for readers. Thanks in advance for accommodating our request.
3. Thank you very much for mentioning and highlighting the reason of conducting standard regression analysis for OCB and its dimensions. As you know, OCB in this study is dependent variable; we could only calculate the average of this variable and then determine the impact of SL on OCB which was the purpose of the study. The main reason that we conducted standard regression analysis for OCB and its dimension is obtaining the results for each dimension according to our collected data. Then, based on the

obtained results, we could discuss the highlighted results for each dimension and recommendation for managers in the Iranian healthcare industry. Because the dimensions are reflexive ones as mentioned in manuscript. The example here is that conscientiousness had the highest beta and rest of information for each dimension will bring clear information for spiritual leadership and its effect on OCB due to linear relationship between SL and OCB based on motivation theory. Once again, we would like to put the information in separate tables for better explanation of data processing for readers. Thanks in advance for accommodating our request.

4. As long as information related to tables 10 and 11 indicate supporting the main purpose of this study and only hypothesis which is information relevant to linear standard regression analysis between SL and OCB, one again, we would like to put information in two separate tables for better explanation of data processing for readers. Thanks in advance for accommodating our request.

Our main efforts as authors of this research are great knowledge contribution and have a comprehensive study for other scholars and we paid attention to many points for example we put complete questionnaire in the appendix part for readers since collecting scales are a difficult step for researchers.

Thanks in advance for your kind cooperation.