

Author's feedback:

I tried my best to write my opinion against valuable suggestion from Dear Respected Editor in authors feedback in version 3. And I really want to appreciate suggestions. But there are some points into consideration:

1. I think compiling tables 4-7 in one table will decrease the flow of my scientific manuscript and I would like to state data processing in separate tables.

2. I have the same opinion for compiling tables 8-9 in one table and 10-11 in one table.

3. I think for the case of factor analysis with PAF extraction method and regression analysis for OCB and its dimensions, I tried to convince Dear Respected Editor of journal in authors feed back in version 3. for the case of factor analysis, I have attached conducted factor analysis in SPSS which I conducted on 25th August 2015. Please be informed that my manuscript online submission is on 28th August 2015. This attachment is for supporting my sentences.

There is an important point related to author guidelines at BJEMT at following link:

<http://www.sciencedomain.org/page/general-guideline-for-authors>

Based on the information relevant to *Original Research Article*, the number of figures/tables should not be more than 15.

As you can see, the number of figure of my manuscript is only **one** and **11 tables** and appendix section which is related to survey questionnaire.

I read author guidelines carefully and tried and I am currently trying to respect the rules of SDI Journal and respecting suggestions by Dear Editor at SDI.