

Editor's comment:

I have reviewed all the comments and suggestion from the reviewers. To maintain the quality of this journal, i would like to suggest where the author need to entertain one of the comment from the reviewer as highlighted in yellow color.

The identification of the variables was not well discussed. Suddenly, the four factors were selected without proper justification or theories or models that serve as a basis for selection.

Author's feedback:

At the very outset, the researcher identified eight organizational climate variables as an independent variable. The majority of questions were adapted from a questionnaire on organizational climate by ADENIJI, Anthonia Adenike (2011) and organizational commitment by Benjamin Schnieder and C.J. Barlett (2011) with modifications to suit the research context. Two separate instruments, namely Organizational Climate Questionnaire (OCQI) having 49 items and Organizational Commitment Questionnaire (OCQC) having 12 items were used in the research to obtain quantitative information on organizational climate and academicians' organizational commitment respectively.

Hence, the researcher undertook piloting to test the validity of each independent variable to test the sensitivity of each independent variable in the context of higher education institutions. In doing so, the researcher got a lesson towards reducing the eight independent variables in to four. In addition, there is duplication and similarity among variables. So, on the basis of the above mention reasons, the researcher selected the four organizational climate variables as an independent variable to study the impact of organizational climate on employee's organizational climate.