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REVIEWER'S REPORT

Manuscript No.: IJAR-56368

Title: The impact of career calling on innovative behavior of knowledge workers: the mediating role of career identity

Recommendation:

Accept as it is

Accept after minor revision.....

Accept after major revision

Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality	✓			
Techn. Quality		✓		
Clarity		✓		
Significance	✓			

Reviewer's ID: JPR-130

Detailed Reviewer's Report

Overall Evaluation

The manuscript presents a well-structured and empirically grounded study examining the impact of career calling on innovative behavior among knowledge workers, with career identity as a mediating variable. The topic is timely and relevant to organizational behavior and human resource management literature. The study demonstrates strong theoretical grounding, systematic methodology, and rigorous statistical analysis. While the findings are meaningful and contribute to existing knowledge, certain areas require refinement to enhance clarity, methodological robustness, and scholarly impact.

Strengths of the Study

- ❖ **Clear research focus** on career calling, career identity, and innovative behavior, addressing a relevant gap in existing literature.
- ❖ **Strong theoretical foundation**, integrating career calling theory, self-determination theory, and social identity theory in a coherent framework.
- ❖ **Well-formulated hypotheses** that logically emerge from prior studies and theoretical arguments.
- ❖ **Adequate sample size** with a high response rate, ensuring acceptable statistical power.
- ❖ **Use of established measurement scales**, ensuring high reliability and construct validity.
- ❖ **Rigorous statistical analysis**, including reliability tests, validity tests, correlation, regression, and mediation analysis with bootstrap verification.
- ❖ **Clear presentation of results**, supported by tables and logical interpretation.
- ❖ **Practical implications** that are relevant for organizational leaders and HR practitioners.

REVIEWER'S REPORT

Areas for Improvement

- **Language and expression:** The manuscript contains grammatical inconsistencies, awkward phrasing, and minor typographical errors that require careful proofreading.
- **Conceptual clarity:** The terms career identity and professional identity are used interchangeably in some sections; consistent terminology should be maintained throughout.
- **Sampling method limitation:** The use of snowball sampling may introduce bias and limits the generalizability of findings; this should be discussed more critically.
- **Common method bias:** Since all data were collected through self-reported questionnaires at one point in time, potential common method variance should be addressed or tested explicitly.
- **Literature review depth:** While extensive, the review could better synthesize prior findings rather than listing studies sequentially.
- **Discussion section enhancement:** The discussion could be strengthened by comparing findings more explicitly with prior international studies and explaining possible contextual differences.
- **Formatting issues:** Some tables and headings require alignment and consistent formatting according to journal guidelines.

Recommendations

- Expand the limitations section, especially regarding sampling technique and cross-sectional design.
- Consider adding a brief test or discussion of common method bias (e.g., Harman's single-factor test).
- Strengthen the discussion and implication sections by linking findings more explicitly to theory and practice.
- Ensure that tables, figures, and references strictly follow the target journal's formatting style.