

REVIEWER'S REPORT

Manuscript No.: IJAR-56369

Title: A Literature Review on the Relationship Between Vocational Calling and Knowledge Workers' Innovative Behavior.

Recommendation:

Accept after minor revision.

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

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

1. **Significance:** This research addresses an increasingly important question in the knowledge economy: how intrinsic psychological drivers shape innovation behavior. By linking vocational calling and professional identity to innovation, it moves beyond purely structural explanations. The focus on psychological mechanisms provides meaningful implications for innovation management, human resource development, and leadership practices in knowledge-intensive industries.
2. **Strength:** The paper demonstrates broad literature coverage, logical structural organization, and multi-level analytical perspective. The integration of vocational calling, identity processes, and innovation outcomes is conceptually aligned. The review captures measurement evolution, mediating pathways, and contextual moderators effectively. Its interdisciplinary approach enhances relevance across organizational behavior, vocational psychology, and innovation management domains.
3. **Key Insight:** The central insight is that innovation among knowledge workers is not merely resource-driven but meaning-driven and identity-embedded. Vocational calling provides value-based motivation, while professional identity functions as a psychological transmission mechanism translating meaning into sustained innovative action. This mediation pathway highlights the strategic importance of cultivating identity-based motivation for long-term innovation capability.

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The paper titled “A Literature Review on the Relationship Between Vocational Calling and Knowledge Workers' Innovative Behavior” literature review systematically synthesizes research (1990-2024) on the relationship between vocational calling, professional identity, and innovative behavior among knowledge workers. Grounded in Vocation Theory, Self-Determination Theory, and Social Identity Theory, it demonstrates that vocational calling drives innovation through meaning-making and prosocial motivation, while professional identity sustains it via role commitment and norm internalization. It proposes a mediated pathway (“calling → identity → innovation”) moderated by organizational and leadership factors. The review identifies clear gaps in theoretical integration, cross-cultural work, dynamic designs, and coverage of emerging sectors. Comprehensive, well-structured, and forward-looking contribution to organizational behavior scholarship.

Suggestions for Improvement:

1. Sharpen the problem statement by presenting clearer empirical contradictions.
2. Elaborate how this review differs methodologically and conceptually from prior literature reviews on innovation behavior and vocational psychology.
3. Clarify coding procedures and inter-rater reliability processes to enhance methodological transparency and replicability of the systematic review.
4. Clarify conceptual boundaries between vocational calling and professional identity.
5. Avoid repetitive theoretical explanations already widely established in literature.
6. Critically compare competing theoretical explanations rather than assuming complementarity among the three selected theoretical lenses.
7. Discuss potential common method bias in reviewed studies.
8. Provide clearer differentiation between harmonious and obsessive passion outcomes.
9. Incorporate meta-analytic effect sizes to strengthen claims regarding magnitude and robustness of vocational calling's influence.
10. Distinguish professional identity from organizational identification more explicitly.
11. Clarify causal direction in mediation relationships discussed.
12. Address measurement validity concerns arising from self-reported innovation behavior scales and potential supervisor-rating discrepancies.

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This manuscript presents a comprehensive and well-structured literature review integrating vocational calling, professional identity, and knowledge workers' innovative behavior. The theoretical synthesis is promising and conceptually coherent. However, stronger methodological transparency, deeper critical evaluation, clearer construct differentiation, and more rigorous theoretical integration are required before publication. With minor revision emphasizing analytical depth and conceptual precision, the paper has strong potential for contribution. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.