



## REVIEWER'S REPORT

Manuscript No.: IJAR-56369

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

**Recommendation:**

- Accept as it is .....
- Accept after minor revision.....
- Accept after major revision .....
- Do not accept (*Reasons below*).....

| Rating         | Excel. | Good | Fair | Poor |
|----------------|--------|------|------|------|
| Originality    |        | Yes  |      |      |
| Techn. Quality |        | Yes  |      |      |
| Clarity        |        | Yes  |      |      |
| Significance   |        | Yes  |      |      |

### Detailed Reviewer's Report

The manuscript titled “*A Literature Review on the Relationship Between Vocational Calling and Knowledge Workers' Innovative Behavior*” provides a comprehensive and well-organized synthesis of prior research by integrating perspectives from Vocation Theory, Self-Determination Theory, and Social Identity Theory. The review successfully traces the conceptual development, dimensional structures, and measurement approaches of vocational calling, professional identity, and innovative behavior, and clearly explains the mediating pathway between these constructs along with the moderating role of contextual factors such as organizational support and leadership style. The topic is timely and highly relevant in the knowledge economy, and the paper offers meaningful theoretical and managerial implications by highlighting how intrinsic psychological drivers foster innovation among knowledge workers. The identification of research gaps related to theoretical integration, methodological diversity, cross-cultural perspectives, and emerging industry contexts further strengthens the contribution of the study. However, minor revisions are recommended to improve clarity in language, streamline some lengthy sentences, and briefly specify the review protocol or database selection criteria to enhance methodological transparency. Overall, the manuscript is insightful, academically sound, and suitable for publication after minor revisions.