

REVIEWER'S REPORT

Manuscript No.: IJAR-57425

Title: Organizasyonlarda Stratejik Çalışan Gruplar İçin Ödeme Türlerinin Açıklanması Bir Kaynak Bağımlılığı Algılaması

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 Name: Dr S. K. Nath

Detailed Reviewer's Report

Strength of the study

- Addresses an important theoretical issue of payment types in organizations using resource dependency perspective
- Clear conceptual framework supported with literature
- Well structured model explaining critical positions and dependency
- Includes relevant propositions for future empirical testing
- Figure on page 4 clearly illustrates the conceptual model
- Covers multiple employee groups like managers sales staff and engineers

Weakness of the study

- Purely theoretical with no empirical data or validation
- Lack of methodological rigor and statistical analysis
- Language inconsistencies due to translation issues
- Some sections are repetitive and lengthy
- Practical implications are not deeply explored
- Absence of ethical clearance statement as it is conceptual study

Reviewers Comments

This manuscript presents a conceptual discussion on payment types in organizations based on the resource dependency perspective. The topic is relevant and the framework is logically developed, especially with the model shown on page 4, which helps in understanding the relationship between critical positions and payment decisions. The propositions are clearly stated and can guide future research. However, the study lacks empirical evidence, which limits its practical contribution. Ethical clearance is not mentioned, though it may not be essential for a conceptual paper, but a clarification would be useful. The writing is understandable but there are grammatical inconsistencies and some repetition that should be corrected. The paper would benefit from a more concise structure and clearer practical implications. Overall, the manuscript provides useful theoretical insight but requires refinement in language and clarity to improve readability and impact.