

REVIEWER'S REPORT

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Title: ORGANİZASYONLARDA STRATEJİK ÇALIŞAN GRUPLAR İÇİN ÖDEME TÜRLERİNİN AÇIKLANMASI: BİR KAYNAK BAĞIMLILIĞI ALGILAMASI .

Recommendation:

Accept as it is

Accept after minor revision...

Accept after major revision

Do not accept (*Reasons below*)

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

Reviewer's ID: Dr. Sumathi

Detailed Reviewer's Report

- 1. Resource Dependence Theory (RDT), developed by Jeffrey Pfeffer and Gerald Salancik in the 1970s, posits that organizations are not self-sufficient and must engage with their environment to acquire essential resources. This dependence on external actors creates power imbalances, forcing organizations to adopt strategies—such as mergers, joint ventures, or board diversification—to manage dependencies and maintain autonomy.**
- 2. Resource dependence theory is the study of how the external resources of an organization affect the behavior of the organization. The procurement of external resources is an important tenet of both the strategic and tactical management of any company.**
- 3. Strategy is a high-level, integrated plan that defines where to compete and how to win, acting as a framework for decision-making to achieve specific goals by mobilizing resources. It focuses on shaping the future, creating sustainable advantage, and making choices that differentiate an organization. Core elements include**

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identifying target customers, setting priorities, and allocating resources, rather than just planning activities.

4. A policy is an official, high-level guiding principle or set of rules adopted by organizations or governments to steer decisions, ensure consistency, and achieve specific goals. It serves to address problems, manage risks, and structure behavior, covering areas like safety, operations, and ethics. Policies are created through a cycle of defining problems, planning solutions, and implementation, typically enforced through administrative oversight and training.
5. A proposition is a statement or assertion offered for consideration, representing a claim that can be true or false. It functions as a proposal (business), a ballot measure (politics), a foundational unit of logic (philosophy), or a solvable statement in mathematics, expressing a clear concept or idea.
6. Planning is the fundamental process of setting objectives, defining strategies, and organizing actions to achieve future goals efficiently. It reduces uncertainty, helps manage resources, and can be broken down into strategic, tactical, operational, and contingency types. Effective planning requires clear goals, detailed analysis, and flexibility.
7. Key words are good.
8. Key points with flow chart of significant points are excellent.
9. Summary points only can be added.
10. After a small changes good to publish in your journal.