

REVIEWER'S REPORT

Manuscript No.: IJAR- 58783

Title: Turkish Adaptation of The Green Organizational Identification (GOI) Scale: A Validity and Reliability Study.

Recommendation:

Accept after minor revision.

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

Reviewer Name: Dr. Bishwajit Rout

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.

- Significance:** The study is significant because it provides a Turkish-language instrument for examining employees' identification with organizational environmental values, an increasingly important construct within sustainability-oriented organizational behavior. By extending GOI measurement into a Turkish context, the research can facilitate empirical investigation of green employee attitudes and behaviors. Its contribution is particularly relevant for organizations seeking to understand how environmental values become psychologically internalized by employees.
- Strength:** The principal strength is the manuscript's focused psychometric design and systematic assessment of the six-item GOI Scale. The study combines forward-backward translation, expert evaluation, PCA, CFA, multiple reliability coefficients, convergent validity, and nomological validity. The reported results demonstrate strong internal consistency and good model fit. The manuscript also responsibly acknowledges limitations concerning sampling, cross-sectional design, common method bias, and measurement invariance.
- Key Insight:** The central insight is that a brief six-item instrument can provide a promising measure of employees' identification with organizational environmental values within the Turkish context. The positive association with psychological ownership and negative association with work alienation further support its theoretical positioning. However, establishing broader validity requires independent replication, measurement-invariance testing, temporal stability assessment, and criterion-related validation across diverse organizational and cultural contexts.

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Reviewer's Comment / Report

The paper titled “*Turkish Adaptation of The Green Organizational Identification (GOI) Scale: A Validity and Reliability Study.*” develops a human resource development model for ASEAN based on the Human Development Index and Human Capital Index, with a focus on Indonesia. Using secondary data from BPS RI and the World Bank, it assesses indicators of education, skills, income, and health. Results show gradual but slow improvement in both indices, indicating persistently low human resource quality and productivity. The paper recommends expanding formal and informal education, health support for the poor, and increasing educational institutions and job training centres to raise productivity and advance national development goals.

Suggestions for Improvement:

1. Shorten the general climate-change background and foreground the measurement problem earlier.
2. Explain more clearly why validating GOI in Turkish is theoretically and practically necessary beyond simple linguistic translation of an existing scale.
3. Clarify the individual-level nature of GOI throughout the manuscript.
4. Explain what previous validations established and which psychometric properties remained unexamined in Turkish organizational settings.
5. Report whether informed consent was explicitly obtained before participation.
6. Explain whether participants could withdraw without penalty and whether any identifying information was collected through Google Forms.
7. Discuss how convenience sampling may influence factor structure, validity estimates, and the generalizability of the Turkish GOI Scale beyond the study region.
8. Report the translators' professional backgrounds and relevant expertise.
9. Identify all source studies supporting the Turkish versions used.
10. Explain the criteria used for item retention and model modification.
11. Consider reporting parallel analysis or minimum average partial testing to provide stronger evidence for the number of underlying dimensions.
12. Compare the proposed one-factor model against plausible alternative models to demonstrate that the selected structure provides superior empirical fit.

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The manuscript presents a relevant and potentially valuable contribution by adapting the Green Organizational Identification Scale to the Turkish context and providing encouraging evidence regarding its factor structure, reliability, convergent validity, and nomological validity. Nevertheless, substantial revisions are necessary. The authors should address same-sample PCA/CFA concerns, strengthen cross-cultural adaptation reporting, expand validity evidence, justify sampling and analytical decisions, clarify theoretical distinctions, and moderate generalizability claims before publication. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.