

REVIEWER'S REPORT

Manuscript No.: IJAR-58783

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

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's ID: JPR-130

Detailed Reviewer's Report

1. Overall Evaluation

The manuscript, "Turkish Adaptation of the Green Organizational Identification (GOI) Scale: A Validity and Reliability Study," addresses an important and emerging topic in organizational sustainability research. The study aims to adapt the six-item Green Organizational Identification (GOI) Scale into Turkish and evaluate its psychometric properties using data from 369 employees in Elazığ, Türkiye. The authors employ PCA, CFA, reliability analysis, convergent validity, and nomological validity assessment. The manuscript has a clear research purpose and follows a generally appropriate scale-validation framework. The reported results provide evidence supporting a six-item, single-factor structure. The PCA explains 51.459% of the variance, while CFA demonstrates good model-fit indices, including CFI = .990, TLI = .983, RMSEA = .053, and SRMR = .034. Reliability and convergent validity results are also satisfactory, with Cronbach's alpha = .863, CR = .878, and AVE = .540. Overall, the manuscript is relevant and potentially publishable, but some methodological and presentation-related issues should be addressed to strengthen the validity and contribution of the study.

2. Strengths

- The topic is timely and relevant to organizational sustainability and green organizational behaviour.
- The study has a clearly defined objective: Turkish adaptation and psychometric validation of the GOI Scale.
- The sample size of 369 employees is reasonable for the reported factor analyses.

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- The forward-backward translation procedure and expert review provide a sound basis for cross-cultural adaptation.
- The study uses both exploratory and confirmatory approaches to examine the factor structure.
- KMO and Bartlett's tests demonstrate that the data are appropriate for factor analysis.
- The six-item single-factor structure is supported by both PCA and CFA.
- The CFA model demonstrates strong fit, with CFI and TLI values above .98 and RMSEA and SRMR within acceptable ranges.
- Reliability is assessed using multiple indicators, including Cronbach's alpha, Spearman-Brown, Guttman split-half, and composite reliability.
- Nomological validity is supported through theoretically meaningful relationships with psychological ownership and work alienation.
- The manuscript appropriately acknowledges limitations related to convenience sampling, cross-sectional design, common method bias, and lack of test-retest reliability.

3. Areas for Improvement

Methodological Clarity

The study uses PCA followed by CFA on the same sample of 369 participants. Although this provides useful evidence, using the same dataset for both exploratory and confirmatory analyses may limit the independence of the validation process. The manuscript would be stronger if the authors explained this methodological choice more explicitly.

Sampling and Generalizability

The participants were obtained through convenience sampling from employees in Elazığ. Therefore, the findings may not be readily generalizable to employees from other regions, industries, organizational types, or cultural groups. The limitation is acknowledged by the authors, but the scope of the conclusions should remain appropriately restricted.

Cross-Cultural Adaptation

The translation procedure is clearly described and includes two forward translators, two back-translators, and expert evaluation. However, the manuscript could provide more information about how disagreements between translators were resolved and how the final wording of individual items was determined.

Measurement Validity

The manuscript provides evidence for construct, convergent, and nomological validity. However, additional evidence such as measurement invariance across demographic or organizational groups would

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further strengthen the validation of the Turkish scale. This is particularly relevant for establishing whether the instrument operates consistently across different employee groups.

Reliability Analysis

The manuscript reports several reliability coefficients, which is a strength, but the discussion could be more concise. The emphasis should primarily remain on the most appropriate reliability indicators, while explaining the additional coefficients as supplementary evidence.

Nomological Validity

The relationships with psychological ownership and work alienation are theoretically meaningful. However, the study relies on Pearson correlations only. The discussion should avoid implying directional or causal relationships because the data are cross-sectional. The manuscript does acknowledge this limitation appropriately.

Theoretical Contribution

The theoretical contribution is relevant, particularly the distinction between green organizational identity and green organizational identification. However, the theoretical discussion could be strengthened by explaining more explicitly how the Turkish GOI scale contributes to existing organizational identification and sustainability literature rather than primarily presenting it as a measurement instrument.

Practical Implications

The practical implications are useful, particularly for human resources, sustainability, and organizational communication functions. However, some statements regarding the use of the scale to monitor organizational interventions should be expressed cautiously because the current cross-sectional design does not establish intervention effects.

Presentation and Language

The manuscript is generally well organized, but some sentences are lengthy and could be edited for greater conciseness and readability. Terminology should also be used consistently throughout the manuscript, particularly regarding green organizational identity and green organizational identification.

References

The reference list contains relevant foundational and recent literature. However, the authors should carefully check the formatting of all references and ensure consistency with the target journal's reference style.