



REVIEWER REPORT

Manuscript Title:	The Combined Influence of Motivational Leadership, Rewards and Recognition toward Generation Z Teacher Retention in Public Elementary Schools
Type of Article:	Original Article

FIRST ROUND

EDITOR

<u>Comments and Recommendations</u>
After evaluating your manuscript alongside the peer reviewers' feedback, I find your research on Generation Z teacher retention highly relevant, though it requires greater methodological and statistical precision before publication. Please revise your abstract to accurately reflect the combined regression model, specifically noting the independent effect of motivational leadership. Furthermore, your methodology and results sections must be expanded to transparently report your stratified random sampling strategy, the precise margin of error, and exact statistical figures like the retention mean and correlation values.

REVIEWER 1

<u>Specific Comments and Recommendations</u>
In the abstract, clarify the nuance of your multiple regression model to accurately reflect the data. You must state that while both predictors are positive, motivational leadership showed no unique effect when both predictors were entered together. Please also include your specific sampling method in the methodology section. Note that stratified random sampling was used to ensure proportional representation across the schools. Finally, include the overall retention mean in the descriptive results section. You need to specify that Generation Z teacher retention was rated as very high at 4.31. These precise inclusions will make your empirical claims bulletproof.

<u>General Comments and Recommendations</u>
The focus on Generation Z teachers makes this paper highly relevant to current educational leadership challenges. The statistical analysis is robust, but the abstract needs a more nuanced conclusion regarding the regression results. Accurately reflecting the combined model data will prevent misinterpretation of the leadership variable's independent effect. It is crucial that the abstract perfectly mirrors the complex relationships found in the main text.



Please indicate your recommendation by checking the appropriate box below.

<u>Decision</u>	
☐	Accept the manuscript for publication.
☐	Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.
☐	The manuscript, in its current form, is not acceptable for publication and requires substantial revision.
☐	Reject the manuscript, as it is not suitable for publication.

REVIEWER 2

<u>Specific Comments and Recommendations</u>
The method part lacks the margin of error right now. State the 0.05 margin of error for the Slovin formula. This detail explains the sample size to the audience. You must also write the exact correlation value in the text. Put the r value 0.622 for rewards and retention. The readers will appreciate the exact mathematics. Make sure the final version contains these specific figures.

<u>General Comments and Recommendations</u>
This paper is highly useful for school leaders. I suggest some edits to make the facts clear. The statistics are important, so they must be complete. Please review the data points I mention below.

Please indicate your recommendation by checking the appropriate box below.

<u>Decision</u>	
☐	Accept the manuscript for publication.
☐	Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.
☐	The manuscript, in its current form, is not acceptable for publication and requires substantial revision.
☐	Reject the manuscript, as it is not suitable for publication.



SECOND ROUND

<u>Decision</u>	<u>Editor</u>	<u>Reviewer 1</u>	<u>Reviewer 2</u>
Accept the manuscript for publication.	/	/	/
Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.			
The manuscript, in its current form, is not acceptable for publication and requires substantial revision.			
Reject the manuscript, as it is not suitable for publication.			