



REVIEWER REPORT

Manuscript Title:	Work System Design and Self-Disclosure of Public Elementary School Teachers
Type of Article:	Original Article

FIRST ROUND

EDITOR

<u>Comments and Recommendations</u>
The reviewers request greater transparency regarding the exact theoretical frameworks and participant demographics. Please ensure the abstract reflects the specific theories, the sample size, and the geographic context as detailed in your methodology.

REVIEWER 1

<u>Specific Comments and Recommendations</u>
Please enhance your abstract by explicitly stating the specific theoretical models that anchor your research. You must mention social cognitive theory and job characteristics theory to provide immediate conceptual clarity. Furthermore, you need to explicitly state the exact participant count and the geographic location. Make sure to mention that 201 teachers from Cateel 2 District, Division of Davao Oriental were surveyed. Additionally, clarify the exact mean scores for both main variables to demonstrate analytical depth. State explicitly that work system design obtained a mean of 3.85, while self-disclosure obtained a mean of 3.92.

<u>General Comments and Recommendations</u>
This quantitative correlational study offers a methodologically rigorous and innovative examination of how structural work environments influence interpersonal openness among educators. The theoretical foundation is exceptionally strong, yet the initial draft requires a much more explicit articulation of these foundational theories within the abstract to meet top academic standards. Clarifying the precise sample size and correlation outcomes will significantly elevate the empirical transparency of your summary. Implementing these comprehensive revisions will firmly establish your research as a substantive contribution to organizational psychology in education.

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.



Reject the manuscript, as it is not suitable for publication.

REVIEWER 2

<u>Specific Comments and Recommendations</u>

The abstract lacks the exact participant count right now. You must write 201 educators inside the text. Also, tell the readers the exact location. State that the survey happened in Cateel 2 District. Next, list the exact theories in the method section. Add social cognitive theory to the paragraph. The public will appreciate these specific facts when they review the document.

<u>General Comments and Recommendations</u>
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The research about school environment and teacher openness is very relevant. The text presents good facts for school leaders. You must put exact details in the summary so people understand the work fast. Please apply my advice below to perfect the document.

Please indicate your recommendation by checking the appropriate box below.

<u>Decision</u>

☐	Accept the manuscript for publication.
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☐	Reconsider the manuscript after the authors have satisfactorily addressed and complied with the reviewers' comments and recommendations.
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☐	Reject the manuscript, as it is not suitable for publication.
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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.			
Reject the manuscript, as it is not suitable for publication.			