



## SDI FINAL EVALUATION FORM 1.1

### PART 1:

|                          |                                                                           |
|--------------------------|---------------------------------------------------------------------------|
| Journal Name:            | <a href="#">British Journal of Economics, Management &amp; Trade</a>      |
| Manuscript Number:       | 2013_BJEMT_5785                                                           |
| Title of the Manuscript: | Investigation of Employees' Stress Level: The Case of Cell Phone Industry |

### PART 2:

| FINAL EVALUATOR'S comments on revised paper (if any)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Authors' response to final evaluator's comments                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>After the revision, I still do not see any progress towards making a contribution to the literature.</p> <p>1. The three research questions are not interesting to researchers. That is, 1) what is the stress level of employees... 2) What is the difference in stress level of employees... 3) Is there a difference in stress level in terms of independent variables. By the authors own words, the level of stress is "inconsiderable."</p> <p>2. By definition, inconsiderable means, not worth considering, or notice, and trivial. If this stress is not worth looking at, then why are we discussing it?</p> <p>3. The authors find that one cell phone company has more stress than other companies. That finding is not intriguing. There is bound to be differences between firms. What we need to know is what is causing the differences between the firms. Is one firm creating a culture where employees are encouraged to participate in changes?</p> <p>4. As the authors admitted, this is a descriptive study. The findings may be fine to share with the respective firms, but as social scientists, there is little here to advance our knowledge.</p> | <p>That's not the case.</p> <p>1. This is a prevalent practice in research that the objectives are translated in questions or hypothesis. In order to be brief but comprehensive, only research questions were given in the introduction section. Saying that these questions are not interesting to the researchers may be an arbitrary opinion. So many studies are found with such type of questions e.g. [11] refereed in the current study. They have given hypotheses with almost same factors contributing towards work stress and that's what our 1<sup>st</sup> question is. Similarly, [22] and [23], have also given such type of questions. The second and third questions were imposed to compare the level of stress among the employees in terms of factors of stress, organization and the background variables and this is what social science researchers do in their researches without which new knowledge cannot be generated.</p> <p>2. Yes we appreciate this observation which was overlooked previously and has now been corrected in line 21, 172-174, 200, 243-48, and 294-95.</p> <p>3. Yes this is true that organizations differ in their culture as families do in towns and we have described these variations in line 269-279. Despite this we have describe in lines 38, 39, 44, 49, 51, and 72 and in the discussion under factors contributing towards stress different causes of stress and their consequences which obviously vary from organization to organization.</p> <p>4. Yes this is true that these findings are beneficial for particular firms but at the same time they valuable for social scientists as well due to fact that they can get a fresh insight from this study about the cell phone industry and further researches could be planned to pool the data for the policy makers and management of this highly important industry and this is what three out of four evaluators have recognised i.e. there are 75% votes in the favour of these findings.</p> |