

Review of: "Effect of Organisational Factors on Intrapreneurial Behaviour of Public University Academicians in Malaysia"

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Potential competing interests: No potential competing interests to declare.

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February 3, 2024

I am pleased to submit my concept of the paper, titled:

Effect of Organisational Factors on Intrapreneurial Behaviour of Public University Academicians in Malaysia

By Jahirul Islam, Nor Azah Binti Abdul Aziz, Nusaibah Binti Mansor

This document is both compelling and timely, containing valuable information that reflects the evident dedication of the researchers. However, I would like to offer some considerations that may enhance its overall richness.

		Feedback	Suggestion
1	Abstract	<ul style="list-style-type: none">I have only one piece of advice regarding the use of the concepts of intrapreneurial attributes and intrapreneurial attitude. I believe that the authors intend to use only one of those concepts. Or do the two concepts have the same meaning?Are attributes different from attitude?	<p>Abstract:</p> <p>Objective</p> <p>Method</p> <p>Main results</p> <p>Theoretical and/or practical implications</p>
2	Keywords	<ul style="list-style-type: none">I noticed that critical keywords such as "organizational factors" and "structural equations" or "PLS-SEM" might be significant.	<p>Organizational factors</p> <p>Intrapreneurial behavior</p> <p>Intrapreneurship</p> <p>Academicians</p> <p>Malaysia</p>

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3	Introduction	<ul style="list-style-type: none"> The introduction is brief, suggesting completion of at least one full page, but no more than one and a quarter pages. I recommend integrating the background of the study, the problem statement, and the research objectives into the introduction. I suggest consolidating the five specific objectives into one or at most two overarching objectives. I propose concluding the introduction with an outline of the subsequent chapters of the document, such as: 	<p>Research objectives:</p> <ul style="list-style-type: none"> Identify the effects of organizational factors on intrapreneurial behavior of public university academicians in Malaysia. To assess the moderating role of gender on the effect of organizational factors on academicians' intrapreneurial behavior. <p>Close the introduction with:</p> <p>The subsequent sections of this article have the following structure: literature review, methodology, results, discussion, and conclusion.</p>
4	Literature review	<ul style="list-style-type: none"> I believe it is unnecessary to explain the content of this section. I suggest proceeding directly to the development or argumentation of the literature review. Additionally, the process of selecting the four variables is unclear. I recommend a different structure for the literature review. I don't understand the distinction between intrapreneurial activity and intrapreneurial behavior; aren't they the same? In the "Gender as A Moderating Variable" section, "Historically Black Colleges and Universities (HBCU)" is mentioned twice within five pages. I propose integrating the hypotheses development chapter into the literature review. On page seven, "The ninth and tenth hypotheses" are mentioned, but there are only five. I suggest concluding the literature review with the theoretical framework of the research. 	<p>I suggest presenting this chapter as a Literature Review, with the following structure:</p> <p>2. Literature review</p> <p>2.1. Organizational factors (Resource-Based theory)</p> <p>2.2. Intrapreneurial behavior (McGregor's Theory of X and Y)</p> <p>2.3 Organizational factors and Intrapreneurial behavior</p> <p>2.4 Moderating variable - Gender</p>
5	Research Methodology	<ul style="list-style-type: none"> I believe that "Figure 2: Onion Model for the Study" is unnecessary. This chapter needs to be supplemented with information on the data collection instruments and a table detailing the demographic information of the respondents. Given its brevity, I suggest omitting subtitles. 	<p>Start with an introductory paragraph that recalls the research's purpose. Follow this with a concise overview of the research structure, detailing the sources of data used.</p> <p>Next, provide a paragraph explaining the methodological decisions, including the rationale for inclusion criteria, the search equation, and the selection of tools.</p>
		<ul style="list-style-type: none"> The information about the use of SPSS belongs to the chapter of methodology. I believe that providing detailed descriptions in the descriptive analysis is unnecessary since the information in the table speaks for itself. I propose a different structure for this chapter. I recommend structuring an introductory paragraph before the first subtitle. Begin 	<p>Considering that many subheadings consist of only a brief paragraph and a figure, I recommend organizing this chapter as follows:</p>

6	Results	<p>by reminding the reader of the research's purpose, linking it to all the results discussed in this chapter, and provide a summary of the main findings to engage the reader's interest.</p> <ul style="list-style-type: none">• Following the introduction, include a table showing the correlation matrix of the latent variables.• In page 11, the source for the statement about the outer loadings is missing.• In page 13, it should be "0.566 to 0.945" instead of "0.704 to 0.945" as indicated.• In page 14, "Henseler, Ringle, and Sarstedt (2015)" is mentioned twice.• Figures 3 and 4 are incomplete; they require notes that provide information on R2 or AVE, the significance of the outer loadings, and the results of the hypotheses.• Table 5 lacks clarity and requires notes (FOC, FOS, IBA, etc.), and the data is atypical.• Subtitle 5.2.2.3 and Table 8 need R2.• Page 18 mentions "tourist satisfaction"; clarification is needed on this term.	<p>4. Results</p> <p>{Introductory paragraph to the chapter with a summary of the main results}</p> <p>Table of correlation matrix</p> <p>1. Measurement model valuation</p> <p>Table of valuation of the measurement model</p> <p>Tables of discriminant validity</p> <p>1. Structural model valuation</p> <p>2. Hypotheses testing</p> <p>Figure of the results of hypotheses testing</p> <p>Table of the results of hypotheses testing.</p>
7	Results and discussion	<ul style="list-style-type: none">• There are numerous subtitles present.• Currently, this section appears to serve as a summary of the research findings. However, it could be improved by integrating a discussion of the researchers' perspectives and viewpoints on the subject matter.	
8	References	<ul style="list-style-type: none">• I suggest using Mendeley for citations and references.• Please review APA style throughout the entire document.	