

Review of: "Creating Happy Educational Environment in Engineering Institutions to Sustain Outstanding Performance by Well-Accomplished Faculty Teams Through “Rodeorr” Model"

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Potential competing interests: No potential competing interests to declare.

The manuscript is to some extent worth considering for publication but requires significant revision.

Here are some comments for improvement on the article:

I- Clarity of Writing

For example:

1. The author mentions the term “human and knowledge capital” four times in the manuscript, such as “they need continuous development to effectively contribute to the human and knowledge capital” in Abstract, “They have to learn the harmful impacts on developing human and knowledge capital” in Conclusion. However, the term “human and knowledge capital” is a broad concept. In this study, what does it specifically refer to? How does this study contribute to it?
2. Research objectives are inconsistent with research conclusions. What are the principles? Who validated the validity of suggestions and feedback, and how?
3. The research methodology is based on the social science approach developed by Eigen Guba and Lincoln. Please elaborate on the details of the method in this study.
4. Please confirm that there are 53 or 54 questions in the questionnaire.

II- Presentation of Structure

1. The sequence number and format of the title are confused.
2. The heading of 3.1 is not rendered.

III- Deeper Literature Survey and Discussion

1. Compared with section 3.1-3.4, section 3.5-3.6 is too rough and lacks a lot of literature. Please supplement relevant literature.
2. On the one hand, the study discusses findings but does not integrate them into a broader discussion. It would be valuable to connect the results with existing literature and offer insights into the implications for the field of study. On

the other hand, it lacks an in-depth discussion of the practical implications of these findings. Providing more context and interpretation would enhance the understanding of the study's implications.

IV-Limitations and Future Research

1. The limitations section could be more comprehensive. It's important to acknowledge the study's limitations, such as the specific participant selection, and discuss their impact on the results.
2. It would be helpful to briefly discuss potential ways to address these limitations in future research. This can demonstrate the author's awareness of the study's limitations and provide a path for future researchers.