

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.

1. Gender is referred to in the abstract as a mediating role, whereas in the text it is a moderating role. Note the difference between the two. Based on the research that follows, the abstract of the paper should be adjusted to say that gender plays a moderating role.

2. The application of McGregor's Theory of X and Y is not accurate enough; public universities offer a variety of management policies, not because university academics are all type X employees. Policy support works for all types of employees, and it should be considered that policies focus differently on different types of people, or that the same policies achieve different results. Different types of academics could be more appropriately used as moderating variables in the study.

3. Care should be taken to check the grammar of the paper, e.g., repetition of sentences in "5.2.2.2. Assessment of Moderating Hypotheses" and "5.2.2.5. Predictive Relevance () has "tourist satisfaction" that is not the research content.

4. In the research methodology, the predictive ability of the model can be further analyzed by comparing the size of RMSR and MAE in PLS-SEM and LM.

5. In "5.3 Results and Discussion," concerning the description of RO4, the fact that the moderating role of gender in the relationship between recognition of intrapreneurial activity and intrapreneurial behavior is not significant does not mean that recognition of intrapreneurial activity should be excluded from the model. It just means that gender does not differentiate between the two relationships.