

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.

A. In general, the results of this research are good for better changes in the lecturer utilization system

B. This article need to revise in some areas:

1. The title is too long, my suggestion is no more than 15 words

2. The abstract needs to include the research methodology:

Is this qualitative research or quantitative,

the analysis used, does it only use frequency distribution percentages?

Is content analysis like qualitative research? or just descriptive analysis

how do you draw conclusions from the variables?

3. key words just 3 keywords

4.in the conclusion it is mentioned using organizational learning theory, but this was not stated previously. My suggestion is that the concept of organizational learning which is the theoretical framework for this research is explained in the literature survey chapter or in the discussion chapter

C. To be added as research suggestions:

What are the policy implications of this model if it is implemented?