



SDI Review Form 1.6

Journal Name:	Journal of Economics, Management and Trade
Manuscript Number:	Ms_JEMT_49473
Title of the Manuscript:	The Impact of Ethical Climate on Creative Problem-Solving Capacity: An Empirical Study on Human Resource Employees in Saudi Arabia.
Type of the Article	Original Research Article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

(<http://www.sciencedomain.org/page.php?id=sdi-general-editorial-policy#Peer-Review-Guideline>)



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PART 1: Review Comments

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Compulsory REVISION comments	<p>Good paper.</p> <ol style="list-style-type: none"> 1. Literature; Only three variables explain theoretically. Are there any literature related to the topic? Similar studies in the same context or any other context. Literature has to be sounder. 2. Methodology: explain in detail method of analysis. 3. Show the reliability and validity. 4. Citations; Have to change the way you present in text citations. You have only delete authors name and put the number. Sentences were meaningless. Example: 2.1 Theoretical Background <p>Drawing on social exchange theory, it is expected to find a link between employees' perception of ethical work climate and their creative problem-solving capacity. [10 p.148]</p> <p>Point out that due to influence of ethical climate on one's "emotional- psychological state", such climate affects the organization's trust feelings as well as "perceptions of organizational support". According to [6 p.57], when employees react to "perceived organizational support", the reciprocity used to give an interpretation of favorable outcomes.</p> <p>Suggestions.</p> <p>Instead of " [10 p.148] Point out that" you can state "Fein and others [10 p.148] point out that</p> <p>According to [6 p.57], According to Wikhamn & Hall [6 p.57],</p> <p>At the end of the sentences, you have done citations perfectly. Like follows.</p> <p>Moreover, it has been stated and empirically proven by many researchers that such feelings could increase exposure to possibly negative impacts of job requirements and stressors and consequently reduce one's probability to effectively deal with these obstacles [33].</p>	
Minor REVISION comments		
Optional/General comments		



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PART 2:

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

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