

OPEN PEER REVIEW

Employee Experiences with Workplace Discrimination Law

Seun Adu Bakare¹ , Nilofar Nouhi^{2*} ¹ Georgetown University, Washington, US² Department of Management, KMAN Research Institute, Richmond Hill, Ontario, Canada


* Corresponding author email address: niloonouhi@kmanresce.ca

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EDITOR:Sandeep Kotwal 


Knowledge Management Division, National Health Systems Resource Centre, Ministry of Health and Family Welfare, New Delhi, India

sandkotwal@gmail.com

REVIEWER 1:Jingjing Wang 

Law School, Peking University (PKU), Peking, China

jingwang@vip.sina.com

REVIEWER 2:Yuyu Zheng 

School of International Relations, University of St Andrews, St Andrews, London, United Kingdom

yuyuzheng@gmail.com

1. Round 1

1.1. Reviewer 1

Reviewer:

The description of the qualitative methodology needs greater clarity. Specify the semi-structured interview guide questions to help readers understand how data was collected. This transparency will enhance the replicability of the study.

Elaborate on the purposive sampling technique used. Provide justification for the choice of participants and how they represent the target population. Discuss any potential biases this sampling method might introduce.

While NVivo was used for thematic analysis, the steps of coding and theme development are not clearly articulated. Detail the process of moving from codes to themes, possibly by including a few examples of initial codes that led to the formation of themes.

Expand on how each theme and subtheme directly relates to the research questions. This will help in establishing a stronger linkage between your findings and the aims of the study.

Increase the depth of discussion on the legal knowledge subtheme. Include more direct quotes from participants to illustrate their understanding and misunderstandings about workplace discrimination law.

Address more comprehensively the limitations associated with the qualitative approach, such as the potential for researcher bias and the challenges of generalizing from a limited sample. Discuss strategies that were used to mitigate these limitations.

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

Define key terms such as "workplace discrimination" and "legal processes" early in the text. Consistent definitions will aid in the clarity and readability of the study.

Provide a more detailed analysis of the "Impact on Workplace Culture" theme. Consider integrating relevant theories or models to deepen the discussion about how discrimination affects workplace dynamics.

Introduce a comparative element by discussing how findings align or contrast with existing literature. This could involve a more nuanced comparison with studies in similar settings or different geographic locations.

Increase the empirical grounding of conclusions by linking them more explicitly to the data presented. For instance, discuss how the evidence supports the conclusions drawn in each thematic category.

Elaborate on the practical recommendations for organizations. Provide specific, actionable strategies that employers can implement to reduce workplace discrimination based on the study's findings.

Clarify the theoretical contributions of the study. Discuss how the findings extend, contradict, or refine existing theories of workplace discrimination.

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision: Accepted.

Editor in Chief's decision: Accepted.