

Reviewer's Comments

Manuscript ID: IJLiM-24-027

Manuscript Title: Employee Family Member Participation Measures from the Perspective of Enterprise Transformation

Comments #1 to Author(s):

1. The title "Employee Family Member Participation" consists of four words that form a noun, which seems too long, and the title is not easy to understand. It seems too long, and the title is not easy to understand. I suggest the author revise the title appropriately.
2. The author stated, "Enterprise transformation." Why does organizational transformation increase work anxiety and weaken the effect of work-family measures? The authors might discuss this.
3. The theories and arguments in the literature review were not used in the case analysis.
4. The issue in the case is not clear.

Comments #2 to Author(s):

Due to the nature of the IAM conference, the manuscript is relatively concise. We kindly request that you expand the sections on hypothesis development, research design, and data analysis to provide the necessary depth for further review.